

**IN THE UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF TEXAS
SAN ANTONIO DIVISION**

AARON MALDONADO, *et al.*,

Plaintiffs,

V.

**MAMMOTH ENERGY SERVICES,
INC., COBRA ACQUISITIONS, LLC,
HIGHER POWER ELECTRICAL, LLC,
and 5 STAR ELECTRIC, LLC,**

Defendants.

Case No. 5:21-cv-00085

**SUPPLEMENTAL APPENDIX 1 IN SUPPORT OF DEFENDANTS’
MOTION FOR SUMMARY JUDGMENT
EXHIBITS 6-B THROUGH 8-A**

Dated this 2nd day of August, 2024.

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Mammoth Energy Services, Inc.,
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Higher Power Electrical, LLC, and 5 Star
Electric, LLC***

Pursuant to Local Rule CV-7(c), Defendants file this Appendix in support of their Motion for Summary Judgment.

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DATED: August 2, 2024.

Respectfully submitted,

By: /s/ William R. Stukenberg
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ATTORNEYS FOR DEFENDANTS

CERTIFICATE OF SERVICE

I certify that I filed the foregoing document in accordance with the protocols for e-filing through the CM/ECF system in the United States District Court for the Western District of Texas, San Antonio Division, on August 2, 2024, and therefore has been served upon all counsel of record in accordance with such e-filing protocols.

/s/ William R. Stukenberg
William R. Stukenberg

1 mention of any other employers on this document, is there?

2 A. The document states what it states.

3 Q. This is Exhibit 29.

4 (Exhibit 29 marked.)

5 Q. (BY MR. WELMAKER) And it says at the top, Mammoth
6 Energy Services, Inc. Do you see that?

7 A. Yes.

8 Q. And then underneath, it says, Mammoth Energy
9 Services. And then it says, Team Members. And this is signed
10 by Gerardo Garcia.

11 So was Gerardo Garcia a team member of Mammoth
12 Energy Services, Inc.?

13 A. He would have been a team member of one of the
14 subsidiaries of Mammoth Energy Services, Inc. Mammoth Energy
15 Services, Inc., is the publicly traded entity. So certainly
16 employees of subsidiaries would be subject to insider trading
17 regulations.

18 Q. And so here in the body, it says, Every team member
19 at Mammoth Energy is expected to follow this.

20 So, again, he's being referred to as a team
21 member, right?

22 A. The document states what it states. He was employed,
23 I believe, by either Higher Power or 5 Star as I recall. But
24 this document states what it states.

25 Q. All right. It's signed by Jeff Beagle, Director of

1 Human Resources, Mammoth Energy Services.

2 So is Jeff Beagle an employee of Mammoth Energy
3 Services, Inc.?

4 A. No. Mammoth Energy Services, Inc., has never had any
5 employees.

6 Q. Why is Mr. Beagle holding himself out as director of
7 human resources for Mammoth Energy Services?

8 A. That, I don't know. That would appear to be an
9 error.

10 Q. The last page, Bates 1014 states: I hereby
11 acknowledge receipt of the Mammoth Energy Services, Inc.,
12 policy prohibiting insider trading and agree to abide by its
13 terms. Again, Gerardo Garcia.

14 Have you ever seen one of these documents
15 before?

16 A. An insider trading agreement or what?

17 Q. Mammoth Energy Services, Inc.'s, name on it?

18 A. Yes, any insider trading documents would be at the
19 Mammoth Energy Services, Inc., level. That's the parent
20 company that's publicly traded. So any insider trading
21 documents associated with subsidiaries would flow up to that
22 publicly traded entity.

23 Q. Okay. And so did --

24 A. And bind --

25 Q. Go ahead.

1 A. -- legalese of the subsidiaries.

2 Q. So did Jeff Beagle hold himself out as director of
3 human resources for Mammoth Energy Services to everyone that
4 this letter was sent to?

5 A. You're speculating that this letter was sent to
6 everyone. We've got one example. I don't know that that's
7 indicative of every one. We've also covered that that would
8 appear to be an error that Mr. Beagle has referenced himself as
9 a director of HR for Mammoth Energy Services.

10 (Exhibit 30 marked.)

11 Q. (BY MR. WELMAKER) I've got a quick question on
12 Exhibit 30 here. This is 5 Star Intellectual Property
13 Confidentiality and Noninterference Agreement. Again, Gerardo
14 Garcia.

15 And my question is: If you go to the fourth
16 page, why does 5 Star want notice to go to Mammoth Energy
17 Partners?

18 A. That's at their option, so...

19 Q. Why? Do you know why?

20 A. They -- 5 Star may have been utilizing at the time
21 some of the back-office support in the HR and payroll system to
22 upload some of these documents into the employee files.

23 Q. Can you think of any other reason?

24 A. That would be the primary reason that I can think of.

25 Q. All right. Exhibit -- this is gonna be on any of the

1 Time Detail Reports. But I just wanted to ask you about it.
2 Exhibit 31, and it's 1473.

3 (Exhibit 31 marked.)

4 Q. (BY MR. WELMAKER) Why do all the Time Detail Reports
5 have Mammoth Energy at the top left-hand corner?

6 A. It's a parent/child relationship, if you will. So if
7 you go into the Time Detail Reports, usually on the first page,
8 you'll see the employing entity -- each one of the employing
9 entities. In this case, Higher Power has their own database or
10 instance inside of Paycom. There would be, I guess, a parent
11 relationship up to Mammoth Energy. But in this case, Higher
12 Power Electrical has their own database that houses the Higher
13 Power employees.

14 Q. So the Time Detail Reports for Higher Power employees
15 were not stored with Mammoth or stored on Mammoth computer
16 databases?

17 A. Again, Higher Power has its own database inside of
18 Paycom that just contains Higher Power employees.

19 Q. And is that database located within a Mammoth Energy
20 Services, Inc., database or a Mammoth Energy, Inc., database?

21 A. Again, Higher Power has its own database inside of
22 Paycom. It's quarantined and just Higher Power.

23 Q. Did anyone from Mammoth ever go to Higher Power
24 orientations?

25 A. Which Mammoth are you referring to, and which time

1 frame are you referencing orientations?

2 Q. In October of 2017. Would anyone from either of the
3 Mammoth entities that we've talked about go to a Higher Power
4 orientation and assist?

5 A. Well, Mammoth Energy Services, Inc., and Mammoth
6 Energy Partners have never had any employees, so they've got
7 nobody to send to an orientation. I don't recall any instances
8 in which Mammoth Energy, Inc., would have sent any employees to
9 a Higher Power orientation in the time frame referenced.

10 Q. Can you think of a reason why that would have
11 happened?

12 A. Again, I can't think of an instance in which a
13 Mammoth Energy, Inc., employee was dispatched to Higher Power
14 for an orientation.

15 Q. All right. I want to introduce or show you
16 Exhibit 33.

17 (Exhibit 33 marked.)

18 Q. (BY MR. WELMAKER) Tell me when you're ready, and
19 I'll move to the second half.

20 A. Okay. Okay. All right.

21 Q. So was there a point that 5 Star didn't have enough
22 money to cover payroll according to Samantha Nall?

23 A. She's communicating what their balance is as of
24 Tuesday in their checking account.

25 Q. Okay. And she says, We will need 100 percent of the

1 funds transferred to our account to be able to cover payroll,
2 right?

3 A. If -- yeah, prospectively, that's possible, yes.

4 That's as of a Tuesday morning, it appears.

5 Q. Okay. So did Jeff Beagle or Bill Short or Jared
6 Chappell wind up sending 5 Star sufficient money to cover 5
7 Star's payroll?

8 A. We can't tell that from this. So 5 Star could have
9 collected receivables to cover the payroll. Mammoth Energy
10 Partners could have advanced cash for 5 Star to cover payroll,
11 which would have been recorded on both sides. We can't tell
12 that from this email.

13 Q. When you say "recorded on both sides," like, what is
14 it recorded in?

15 A. The financial statements of each of the legal
16 entities as well as the banking accounts of each of the legal
17 entities.

18 Q. Okay. So Mr. Chappell responds and says, We need to
19 get on this ASAP. I think each week we're in a fire drill to
20 get cash over to satisfy Paycom. Bill, when can we wire over
21 the cash to 5 Star?

22 So were wires sent to 5 Star to cover payroll?

23 A. There was cash pushed to and pulled from 5 Star from
24 time to time. Both 5 Star as well as Higher Power and the
25 other entities were guarantors of a loan agreement which had a

1 corresponding cash management process. So there was cash
2 pushed back and forth.

3 Q. Okay. Who were the guarantors again?

4 A. Would have been a number of legal entities that were
5 subsidiaries of Mammoth Energy Partners.

6 Q. Can you name them?

7 A. Not off the top of my head. There were probably 40
8 to 50 of them at this particular time.

9 Q. Was 5 Star a guarantor?

10 A. I stated that previously.

11 Q. Was Higher Power a guarantor?

12 A. Yes.

13 Q. Was Cobra Acquisitions, LLC, a guarantor?

14 A. Yes.

15 Q. Was Mammoth Energy Services, Inc., a guarantor?

16 A. Yes.

17 Q. Was Mammoth Energy, Inc., a guarantor?

18 A. Yes.

19 Q. Was Mammoth Energy Partners a guarantor?

20 A. Mammoth Energy Partners was the borrower.

21 Q. So was it a fire alarm fire every week to get money
22 to 5 Star so they could pay their payroll?

23 A. That certainly appears to be Mr. Chappell's summary.
24 The email states what it states.

25 Q. And what was Mr. Chappell's position?

1 A. He was an accountant.

2 Q. With?

3 A. Mammoth Energy, Inc.

4 Q. So was there a process, other than sending out an
5 urgent email, when either Higher Power or 5 Star didn't have
6 enough money to cover payroll?

7 A. I don't agree with your conclusion that they didn't
8 have enough money. The 5 Star team is communicating a cash
9 balance as of a particular point in time. 5 Star routinely
10 collected material amounts of money on a daily basis. So a
11 snapshot point in time is not necessarily indicative of what
12 they had at any future point in time to be able to cover
13 payroll or any other amount.

14 Q. I'm showing you what's been marked as Exhibit 34.

15 (Exhibit 34 marked.)

16 Q. (BY MR. WELMAKER) And just to save time, I'll
17 identify it for you. It's a Personnel Action Form for Bryan
18 Duff dated June 4, 2018.

19 Do you agree with that?

20 A. That appears to be the date reference.

21 Q. Okay. It appears to be signed by Robert Malcolm.
22 And at the bottom of the form, it says, Date effective, 5/2 of
23 2016. Date revised, 9/26 of 2016. Authorized by Jeff Beagle.

24 Why is Jeff Beagle authorizing a Higher Power
25 personnel action form?

1 A. Can you zoom back in on that?

2 Q. Yeah, yeah.

3 A. I believe that particular column references the
4 revision dates and the approval of the revisions, so --

5 Q. I agree with that.

6 A. -- this is Mr. Malcolm utilizing a form that it
7 appears Mr. Beagle gave to him. So as Mr. Malcolm's role as
8 the president, he can take those forms from Mr. Beagle and
9 either utilize them or not utilize them. It appears
10 Mr. Malcolm opted to utilize this form.

11 Q. And so did Mr. Beagle provide forms, policies and
12 procedures to Higher Power and 5 Star?

13 A. Mr. Beagle certainly could have provided forms for
14 their use in regards to policies and procedures. Mr. Beagle
15 certainly could have provided input. If Mr. Beagle were
16 directed by an officer of one of the entities to implement
17 policy, then Mr. Beagle certainly would have had that
18 delegation of authority from an appropriate officer to do so.

19 Q. Did Mr. Beagle draft the offer letters that were
20 provided to 5 Star and Higher Power?

21 A. I'm not sure who authored the offer letters. I know
22 that at points in time, Mr. Beagle circulated offer letters and
23 there were comments taken from a number of individuals in
24 regards to who took the pen or authored those offer letters. I
25 can't tell that based on what I've seen.

1 MR. STUKENBERG: Doug, we've been going a little
2 over an hour. Is now a good time for a break?

3 MR. WELMAKER: Let me finish this one, and then
4 we'll take a break. And then I'm gonna try to wrap it up.

5 Q. (BY MR. WELMAKER) So there's a form on here, it
6 says, Base Pay, blank, per, blank. So Robert Malcolm -- who
7 filled this out? Can you tell?

8 A. Not from face of the document.

9 Q. What would you need to know in order to find out who
10 filled it out?

11 A. I can't tell based on handwriting who filled it out.

12 Q. But certainly Robert Malcolm who is the president of
13 Higher Power approved this, right?

14 A. Yes.

15 Q. And so it says, Mr. Duff is making \$1,250 per day.
16 Do you agree with that?

17 A. It's what the document states. Again, you know, we
18 see shorthand based on these budgeted amounts. And if we were
19 to go to Mr. Duff's pay records, we would see that whatever the
20 hourly rate for this budgeted amount -- I think it's 59.12 or
21 thereabouts based on memory -- would be reflected as Mr. Duff's
22 pay rate in the earnings statements. And he would be
23 compensated as an hourly employee.

24 Q. Why didn't somebody just write in 59.12 per hour? I
25 mean, that -- it could have just as easily been done that way,

1 right?

2 A. Could have been done that way. Perhaps it was easier
3 for them to communicate based on the budgeted amounts that had
4 been circulated. So certainly the shorthand communication you
5 see that in a number of emails and references to day rates.
6 And when you look at the underlying records of how the
7 employees were actually paid, you'll see that the hourly rates
8 that are reflected on their earnings statements agree to the
9 penny of the spreadsheet that Mr. Broussard approved and the
10 mechanics that he reviewed and approved in relation to deriving
11 the hourly rates.

12 Q. But, again, Mr. Broussard didn't know that you were
13 giving the discretionary adjustments to these employees, did
14 he?

15 A. Mr. Broussard had advised over a period of years in
16 regards to discretionary payments to both hourly and salaried
17 employees, and we relied on that advice in order to make the
18 discretionary bonuses that were paid to the employees in Puerto
19 Rico.

20 Q. Okay. He didn't know that you were doing it in this
21 situation, did he?

22 A. I believe I just addressed that same question.

23 Q. Well, is the answer yes or no? Did he know that you
24 were doing that in this situation in Puerto Rico in
25 October 2017 through July 22, 2018? Did he know about that?

1 A. We did not seek Mr. Broussard's specific advice on
2 those discretionary payments as we had received prior advice
3 over a period of years from Mr. Broussard in regards to
4 discretionary payments to both hourly and salaried employees on
5 multiple occasions.

6 MR. WELMAKER: All right. Let's take a
7 five-minute break.

8 (Break from 5:02 p.m. to 5:22 p.m.)

9 Q. (BY MR. WELMAKER) Mr. Layton, you said that -- well,
10 you mentioned something about Lion Power. Do you recall that?

11 A. Yes.

12 Q. Okay. Lion Power used to own Higher Power and 5 Star
13 or Lion Power still does?

14 A. Lion Power is still the parent company for 5 Star and
15 Higher Power.

16 Q. Who's on the board?

17 A. Lion Power is an LLC. It doesn't have a board.

18 Q. Who are the officers?

19 A. Mr. Straehla and myself are the officers.

20 Q. Is Whitsell an officer there?

21 A. Of Lion Power, no, sir.

22 Q. Did 5 Star and Higher Power have shared services or
23 utilize the services of shared services employees from Mammoth
24 Energy, Inc.?

25 A. During which time frame?

1 Q. October 2017 through July 2022.

2 A. It would have had access to shared services, whether
3 that be advice related to HR, treasury, risk management.
4 Certainly would have had access to shared services through that
5 time period, yes.

6 Q. Was Jeff Beagle Mammoth Energy, Inc., shared services
7 employee?

8 A. He certainly would have been a resource that would
9 have been utilized and for which both 5 Star and Higher Power
10 would have been charged for and paid for.

11 Q. Who else in the HR benefit area?

12 A. For which time frame? I'm struggling because the
13 answer may change a little depending on time frames. So I'm
14 not trying to dodge your question. I'm trying to answer it
15 correctly.

16 Q. I get it. October of 2017 through July 22, 2018.

17 A. During that time frame, I believe Alex Kalman was at
18 Mammoth Energy, Inc., and the other employee that may have been
19 in place at that time at Mammoth Energy, Inc., I think was Beth
20 Stone.

21 Q. Okay. Cobra Acquisitions got that contract with
22 PREPA. Did Cobra Acquisitions assign work to HP, Higher Power,
23 and 5 Star?

24 A. Both HP and 5 Star acted as subcontractors for Cobra
25 Acquisitions.

1 Q. Did Cobra Acquisitions assert any kind of control or
2 direction over either HP or --

3 MR. STUKENBERG: I'm sorry. Wait, wait. Real
4 quick. Can you repeat that, Doug? I didn't hear.

5 Q. (BY MR. WELMAKER) Did Cobra Acquisitions assert any
6 sort of control or direction over HP or 5 Star?

7 MR. STUKENBERG: Objection, form.

8 A. What sort of control or direction are you inquiring
9 about?

10 Q. (BY MR. WELMAKER) Assigning -- just as far as
11 assigning tasks once they got to the island, directing
12 workflows.

13 A. I would, perhaps, frame that a little bit
14 differently. So Higher Power managed Higher Power employees
15 and was responsible for the execution of work given to Higher
16 Power. 5 Star managed 5 Star employees and was responsible for
17 the execution of work given to 5 Star.

18 Q. Well, I'm trying to think of the best way to phrase
19 this. So did -- was there any interaction between Cobra
20 Acquisitions and HP or 5 Star once the work started?

21 MR. STUKENBERG: Objection, form.

22 A. In regards to a contractor/subcontractor
23 relationship, the contractor would routinely disburse work to
24 subcontractors. Subcontractors are responsible for managing
25 their employees and executing all the work that's given to them

1 by the contractor. I'm not sure if I fully understand your
2 question, but that's the nature of relationships between
3 contractors and subcontractors, is there's naturally some
4 assignment of work. It's up to the subcontractor to manage
5 their employees and execute the work.

6 Q. (BY MR. WELMAKER) Okay. So more of a general
7 assignment, but it's up to you as to how to accomplish it from
8 a sub to a -- from a general to a sub?

9 A. I mean, I don't know what the context of a general
10 assignment is. In the context of a storm restoration effort,
11 you know, the assignment may be go restore line 7900 from
12 Point X to Point Y according to these specifications. And then
13 once you complete your work, that's gonna have to be inspected
14 based on the utility owner. And then from that point, you, as
15 the subcontractor, have met your obligations.

16 Q. Okay. All right. Thank you. That makes sense.

17 I think this is my last question. So everybody
18 got a bonus -- well, some of the guys that I represent got a
19 holiday bonus of \$1,111.11. What was that about?

20 A. That was a year-end bonus payment that was
21 discretionary and made to employees, I believe, at year-end
22 2017 around holiday time frame.

23 Q. Okay. And who approved that particular holiday
24 bonus?

25 A. That particular holiday bonus was approved through

1 each of the entities by Arty Straehla in his role as the CEO of
2 each of those entities.

3 Q. Although he wasn't the CEO of 5 Star or Higher Power,
4 right?

5 A. He was the CEO of both.

6 Q. Okay. I'm sorry. I must have missed that. And were
7 you the CFO for Higher Power and 5 Star?

8 A. Yes.

9 Q. Okay.

10 MR. WELMAKER: Okay. I'll pass the witness.

11 MR. STUKENBERG: Reserve my questions.

12 THE COURT REPORTER: Is there anything else
13 before we go off the record?

14 MR. STUKENBERG: Do you have everything you need
15 to get a transcript over for us? And then also we will read
16 and sign, please.

17 THE COURT REPORTER: Yes.

18 (Proceedings concluded at 5:33 p.m.)
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CHANGES AND SIGNATURE

WITNESS NAME: MARK LAYTON

DATE OF DEPOSITION: JUNE 20, 2024

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I, MARK LAYTON, have read the foregoing deposition
and hereby affix my signature that same is true and correct,
except as noted above.

MARK LAYTON

UNITED STATES FEDERAL COURT
WESTERN DISTRICT OF TEXAS
SAN ANTONIO DIVISION

AARON MALDONADO, et al)
)
VS.) Cause No. 5:21-cv-85-OLG
)
MAMMOTH ENERGY SERVICES, INC.,)
COBRA ACQUISITIONS, LLC,)
HIGHER POWER ELECTRICAL, LLC,)
AND 5 STAR ELECTRIC, LLC)

REPORTER'S CERTIFICATION
DEPOSITION OF DEFENDANTS' DESIGNATED REPRESENTATIVE
MARK LAYTON
JUNE 20, 2024
VOLUME 1
(REPORTED REMOTELY)

I, Rhonda K. Ashman, RPR, a Certified Shorthand Reporter
in and for the State of Texas, hereby certify to the following:

That the witness, MARK LAYTON, was duly sworn by the
officer and that the transcript of the oral deposition is a
true record of the testimony given by the witness;

That the original deposition transcript was delivered to
Mr. William Stukenberg.

That a copy of this certificate was served on all parties
and/or the witness shown herein on _____.

I further certify that pursuant to FRCP Rule 30(f)(1) that
the signature of the deponent:

 X was requested by the deponent or a party before the
completion of the deposition and that transcript it to be
returned within 30 days from date of receipt of the transcript.

1 If returned, the attached Changes and Signature Page contains
2 any changes and the reasons therefore;

3 _____ was not requested by the deponent or a party before
4 completion of the deposition.

5
6 That the amount of time used by each party at the
7 deposition is as follows:

8 Mr. Douglas B. Welmaker - 5:50
9 Mr. William Stukenberg - 00:00

10 I further certify that I am neither counsel for, related
11 to, nor employed by any of the parties or attorneys in the
12 action in which this proceeding was taken, and further that I
13 am not financially or otherwise interested in the outcome of
14 the action.

15 Certified to by me on this the _____ of July, 2024.

16
17
18 _____
19 Rhonda K. Ashman, RPR, CSR # 5259
20 Expiration Date: 10/31/2024
21 Nell McCallum & Associates, Inc.
22 Firm Registration No. 10095
23 3560 Delaware, Suite 402
24 Beaumont, Texas 77706
25 (800) 525-3075

From: Jeff Beagle </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=08321DE71B7F486BABB25D4E2943F9E7-JBEAGLE>
To: SBroussard@HallEstill.com
CC: Ken Kinsey; Alexander Kalman
Sent: 10/22/2017 12:11:52 PM
Subject: Re: [External] RE: Puerto Rico storm restoration

Steve,

Redacted for Privilege

Jeff Beagle, HR Director



Phone: 405.608.8195

Fax: 405.437.2550

Email: jbeagle@mammothenergy.com

14201 Caliber Drive Ste 300, Oklahoma City, OK 73134

From: SBroussard@HallEstill.com <SBroussard@HallEstill.com>
Sent: Friday, October 20, 2017 4:54 PM
To: Jeff Beagle
Cc: Ken Kinsey; Alexander Kalman
Subject: RE: [External] RE: Puerto Rico storm restoration

Yes.

From: Jeff Beagle [mailto:jbeagle@Mammothenergy.com]
Sent: Friday, October 20, 2017 4:50 PM
To: Steve Broussard <SBroussard@HallEstill.com>
Cc: Ken Kinsey <kkinsey@cobratd.com>; Alexander Kalman <akalman@Mammothenergy.com>
Subject: [EXTERNAL] Fw: [External] RE: Puerto Rico storm restoration

Thank you Steve. We will utilize this language in our offers. To confirm, if an employee were from a state that had 8 hours over in a day means OT, california or colorado (i think) for example, would we be bound by that states law?

Jeff Beagle, HR Director



Phone: 405.608.8195

Fax: 405.437.2550

Email: jbeagle@mammothenergy.com

14201 Caliber Drive Ste 300, Oklahoma City, OK 73134

From: SBroussard@HallEstill.com <SBroussard@HallEstill.com>
Sent: Friday, October 20, 2017 4:00 PM
To: Jeff Beagle
Cc: Ken Kinsey; Alexander Kalman
Subject: [External] RE: Puerto Rico storm restoration

EXHIBIT

7

exhibitsicker.com

Jeff, based on the recent amendment to Puerto Rico law, employees who are hired and live in the States would not be subject to Puerto Rico's labor laws. However, the FLSA would still apply. You need to make sure that all of the employees going to work in Puerto Rico sign a statement acknowledging that the terms of their employment relationship, while working in Puerto Rico, will be governed by the laws of their home states or another jurisdiction other than Puerto Rico.

Section 2.17 of Puerto Rico's Labor Transformation and Flexibility Act ("LTFA") provides that "[i]n the event that an employee from another jurisdiction is assigned to work in Puerto Rico for the benefit of another employer, but maintains his employment relationship with the employer located in the other jurisdiction and the performance of his duties in Puerto Rico does not exceed three (3) consecutive years, the contractual and legal rights and obligations shall be interpreted pursuant to the terms of the employment contract. In these cases, the employee shall be subject to the provisions of the laws of Puerto Rico relating to income tax, discrimination in the workplace, and work-related accidents or injuries. If the parties fail to choose the applicable law in the contract, it shall be subject to Puerto Rico's regulations."

As you can see, assuming that the 3 year requirement and a particular State's law is chosen to govern the relationship, Puerto Rico wage law will not be an issue but taxes, discrimination, and workers' comp laws will apply.

If the contract does call for the application of the law of a jurisdiction other than Puerto Rico and the foreign employee and employer meet the other requirements in the LTFA, then it would appear that the local law specified would apply when determining overtime. In any state in the United States, that would, at a minimum, require payment of overtime in accordance with the Fair Labor Standards Act ("FLSA"). Calculating overtime under the FLSA, based on a day rate, would be done as follows: the amount that the employee receives per day would be multiplied by the number of days worked in the workweek, and divided by the number of hours worked in the workweek. The employee would receive 1.5 times that amount for each hour in excess of 40 worked during that workweek.

As to employees who you intend to send to work in Puerto Rico, you should consider having them sign an acknowledgment similar to the draft below.

Dear _____,

Thank you for your interest in employment with Cobra Energy Services. We are pleased that you have accepted the position of _____. You have been hired to work on a special assignment repairing power lines in Puerto Rico, which is expected to be completed within one (1) year. Please understand that this is a project-based position and Cobra cannot guarantee continued employment after the project has concluded. Additionally, this position is "at-will" and we recognize that you retain the option, as does Cobra, of ending your employment with Cobra at any time, with or without notice and with or without cause. Finally, your employment relationship with Cobra Energy Services will be governed by the [STATE] law. Please sign below in the space provide to acknowledge you have read this acknowledgment and agree with its terms. If you have any questions, please contact _____.

[APPLICANT OR EMPLOYEE]

From: Jeff Beagle [mailto:jbeagle@Mammothenergy.com]

Sent: Friday, October 20, 2017 10:19 AM

To: Steve Broussard <SBroussard@HallEstill.com>

Cc: Ken Kinsey <kkinsey@cobratd.com>; Alexander Kalman <akalman@Mammothenergy.com>

Subject: [EXTERNAL] Fw: Puerto Rico storm restoration

Importance: High

Ken,

Below are the intended day rates we'd like to mirror. Working 7 days a week 10-12 hour shifts. The GF, or General Foreman, is currently an exempt position so we should be good there just converting the day rate to salary if desired. The others we want to ensure we fall within FLSA boundaries.

Jeff Beagle, HR Director



Phone: 405.608.8195

Fax: 405.437.2550

Email: jbeagle@mammothenergy.com

14201 Caliber Drive Ste 300, Oklahoma City, OK 73134

From: Jared Chappell
Sent: Friday, October 20, 2017 9:34 AM
To: Jeff Beagle; Alexander Kalman
Subject: FW: Puerto Rico storm restoration

-----Original Message-----

From: Keith Ellison
Sent: Thursday, October 19, 2017 1:02 PM
To: Ken Kinsey <kkinsey@cobratd.com>; Scott Whitsell <swhitsell@5-starelectricllc.com>; Robert Malcom <rm@hpeservices.net>; Steve Wolfe <swolfe@cobratd.com>; Ken Godwin <kgodwin@hpeservices.net>
Cc: Jared Chappell <jchappell@Mammothenergy.com>
Subject: Puerto Rico storm restoration

All,

We are awarded a 120 day minimum contract for 250 linemen in Puerto Rico

We need 210 distribution resources, 25 Transmission, 15 Substation

We are paying the following,

GF. - \$1400. Per day
Foremen- \$1,250.00 per day
Journeyman Linemen- \$1000 per day
A class - \$900
B class - \$800
Hot apprentice \$700
Apprentice / Groundman- \$600

We cover all expenses. No alcohol!!!!!!!!!!!!

KE
Sent from my iPhone

Any tax advice contained in this communication is not intended to be used, and cannot be used, to avoid tax penalties.

This e-mail message and any attachment thereto is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law.

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Hall Estill
320 S. Boston Ave.

Suite 200
Tulsa, Oklahoma 74103
(918) 594-0400
www.hallestill.com

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 04/05/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 03/18/2019 14201 CALIBER DRIVE STE 300
 Period End: 03/31/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	0.00	0.00	19928.00
Overtime	70.50	0.00	0.00	21714.00
Cobra Acquisitions PTO	47.00	67.76	3184.72	3184.72
Holiday	47.00	0.00	0.00	1880.00
Per Diem			0.00	10650.00
Gross		67.76	3184.72	57356.72
W/H Taxes				
Medicare			46.18	677.24
Social Security			197.45	2895.80
Puerto Rico W/H(S/O)			518.66	11460.22
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			95.54	1401.20
Net Pay			2326.89	40895.26
Net Pay Distribution			Voucher No. 180824723DD	
Direct Deposit Net Check			2326.89	40895.26 A/C:4754
Employee Benefits, Allowances, and Other			Current Period	Year To Date YTD Taken Available
401k EE % - Match			95.54	1401.20 *Company Match

EXHIBIT

8-A

exhibitsticker.com

Voucher No. 180824723DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 04/05/2019

Dept: PR

Net Pay: 2326.89

Two Thousand Three Hundred Twenty Six And 89/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 03/22/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 03/04/2019 14201 CALIBER DRIVE STE 300
 Period End: 03/17/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	19928.00	
Overtime	70.50	52.00	3666.00	21714.00	
Holiday	47.00	0.00	0.00	1880.00	
Per Diem			1800.00	10650.00	
Gross		132.00	9226.00	54172.00	
W/H Taxes					
Medicare			107.68	631.06	
Social Security			460.41	2698.35	
Puerto Rico W/H(S/O)			1876.29	10941.56	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			222.78	1305.66	
Net Pay			6558.84	38568.37	Voucher No. 178451531DD
Net Pay Distribution					
Direct Deposit Net Check			6558.84	38568.37	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			222.78	1305.66	*Company Match

Voucher No. 178451531DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 03/22/2019

Dept: PR

Net Pay: 6558.84

Six Thousand Five Hundred Fifty Eight And 84/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 03/08/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 02/18/2019 14201 CALIBER DRIVE STE 300
 Period End: 03/03/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	16168.00
Overtime	70.50	64.00	4512.00	18048.00
Holiday	47.00	0.00	0.00	1880.00
Per Diem			2100.00	8850.00
Gross		144.00	10372.00	44946.00
W/H Taxes				
Medicare			119.94	523.38
Social Security			512.86	2237.94
Puerto Rico W/H(S/O)			2147.10	9065.27
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			248.16	1082.88
Net Pay			7343.94	32009.53
Net Pay Distribution				
Direct Deposit Net Check			7343.94	32009.53 A/C:4754
Employee Benefits, Allowances, and Other				
401k EE % - Match			248.16	1082.88 *Company Match

Voucher No. 176418542DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 03/08/2019

Dept: PR

Net Pay: 7343.94

Seven Thousand Three Hundred Forty Three And 94/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 02/22/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 02/04/2019 14201 CALIBER DRIVE STE 300
 Period End: 02/17/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	12408.00	
Overtime	70.50	64.00	4512.00	13536.00	
Holiday	47.00	0.00	0.00	1880.00	
Per Diem			2100.00	6750.00	
Gross		144.00	10372.00	34574.00	
W/H Taxes					
Medicare			119.94	403.44	
Social Security			512.86	1725.08	
Puerto Rico W/H(S/O)			2147.10	6918.17	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			248.16	834.72	
Net Pay			7343.94	24665.59	Voucher No. 174351346DD
Net Pay Distribution					
Direct Deposit Net Check			7343.94	24665.59	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			248.16	834.72	*Company Match

Voucher No. 174351346DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 02/22/2019

Dept: PR

Net Pay: 7343.94

Seven Thousand Three Hundred Forty Three And 94/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 02/08/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 01/21/2019 14201 CALIBER DRIVE STE 300
 Period End: 02/03/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	8648.00	
Overtime	70.50	52.00	3666.00	9024.00	
Holiday	47.00	0.00	0.00	1880.00	
Per Diem			1950.00	4650.00	
Gross		132.00	9376.00	24202.00	
W/H Taxes					
Medicare			107.68	283.50	
Social Security			460.41	1212.22	
Puerto Rico W/H(S/O)			1876.29	4771.07	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			222.78	586.56	
Net Pay			6708.84	17321.65	Voucher No. 172023723DD
Net Pay Distribution					
Direct Deposit Net Check			6708.84	17321.65	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			222.78	586.56	*Company Match

Voucher No. 172023723DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 02/08/2019

Dept: PR

Net Pay: 6708.84

Six Thousand Seven Hundred Eight And 84/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 01/25/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 01/07/2019 14201 CALIBER DRIVE STE 300
 Period End: 01/20/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	4888.00	
Overtime	70.50	64.00	4512.00	5358.00	
Holiday	47.00	0.00	0.00	1880.00	
Per Diem			2100.00	2700.00	
Gross		144.00	10372.00	14826.00	
W/H Taxes					
Medicare			119.94	175.82	
Social Security			512.86	751.81	
Puerto Rico W/H(S/O)			2147.10	2894.78	
Puerto Rico EE Disability Insurance			15.44	27.00	
Deductions					
401k EE %			248.16	363.78	
Net Pay			7328.50	10612.81	Voucher No. 169972582DD
Net Pay Distribution					
Direct Deposit Net Check			7328.50	10612.81	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			248.16	363.78	*Company Match

Voucher No. 169972582DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 01/25/2019

Dept: PR

Net Pay: 7328.50

Seven Thousand Three Hundred Twenty Eight And 50/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 01/11/2019 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 12/24/2018 14201 CALIBER DRIVE STE 300
 Period End: 01/06/2019 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	24.00	1128.00	1128.00
Overtime	70.50	12.00	846.00	846.00
Holiday	47.00	40.00	1880.00	1880.00
Per Diem			600.00	600.00
Gross		76.00	4454.00	4454.00
W/H Taxes				
Medicare			55.88	55.88
Social Security			238.95	238.95
Puerto Rico W/H(S/O)			747.68	747.68
Puerto Rico EE Disability Insurance			11.56	11.56
Deductions				
401k EE %			115.62	115.62
Net Pay			3284.31	3284.31 Voucher No. 167826699DD
Net Pay Distribution				
Direct Deposit Net Check			3284.31	3284.31 A/C:4754
Employee Benefits, Allowances, and Other				
401k EE % - Match			115.62	115.62 *Company Match

Voucher No. 167826699DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 01/11/2019

Dept: PR

Net Pay: 3284.31

Three Thousand Two Hundred Eighty Four And 31/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 12/28/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 12/10/2018 14201 CALIBER DRIVE STE 300
 Period End: 12/23/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	40256.00	
Overtime	70.50	64.00	4512.00	47144.40	
Bonus			0.00	300.00	
Day Rate			0.00	269.60	
Per Diem			1950.00	19350.00	
Gross		144.00	10222.00	107320.00	
W/H Taxes					
Medicare			119.94	1275.60	
Social Security			512.86	5454.31	
Puerto Rico W/H(S/O)			1604.77	17987.39	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			248.16	3098.19	
Net Pay			7736.27	79477.51	Voucher No. 166181305DD
Net Pay Distribution					
Direct Deposit Net Check			7736.27	79477.51	A/C:4754
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
GTL	0.00		0.00	2.96	*Earn/Benefit
401k EE % - Match			248.16	3098.19	*Company Match

Voucher No. 166181305DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 12/28/2018

Dept: PR

Net Pay: 7736.27

Seven Thousand Seven Hundred Thirty Six And 27/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 12/14/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 11/26/2018 14201 CALIBER DRIVE STE 300
 Period End: 12/09/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	36496.00
Overtime	70.50	64.00	4512.00	42632.40
Bonus			300.00	300.00
Day Rate			0.00	269.60
Per Diem			2100.00	17400.00
Gross		144.00	10672.00	97098.00
W/H Taxes				
Medicare			124.34	1155.66
Social Security			531.65	4941.45
Puerto Rico W/H(S/O)			1663.54	16382.62
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			257.25	2850.03
Net Pay			8095.22	71741.24
Net Pay Distribution				
Direct Deposit Net Check			8095.22	71741.24 A/C:4754
Employee Benefits, Allowances, and Other				
		Current Period	Year To Date	YTD Taken Available
GTL	0.00	2.96	2.96	*Earn/Benefit
401k EE % - Match		257.25	2850.03	*Company Match

Voucher No. 163734058DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 12/14/2018

Dept: PR

Net Pay: 8095.22

Eight Thousand Ninety Five And 22/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 ESTANCIAS DE SANTA BARBARA
 GURABO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 11/30/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 11/12/2018 14201 CALIBER DRIVE STE 300
 Period End: 11/25/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	72.00	3384.00	32736.00	
Overtime	70.50	40.00	2820.00	38120.40	
Day Rate			0.00	269.60	
Per Diem			1500.00	15300.00	
Gross		112.00	7704.00	86426.00	
W/H Taxes					
Medicare			89.96	1031.32	
Social Security			384.65	4409.80	
Puerto Rico W/H(S/O)			1194.58	14719.08	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			231.12	2592.78	
Net Pay			5803.69	63646.02	Voucher No. 161438000DD
Net Pay Distribution					
Direct Deposit Net Check			5803.69	63646.02	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			231.12	2592.78	*Company Match

Voucher No. 161438000DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 11/30/2018

Dept: PR

Net Pay: 5803.69

Five Thousand Eight Hundred Three And 69/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 Estancias De Santa Barbara
 Gurabo, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 11/16/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 10/29/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 11/11/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	40.00	1880.00	29352.00	
Overtime	70.50	32.00	2256.00	35300.40	
Day Rate			0.00	269.60	
Per Diem			1050.00	13800.00	
Gross		72.00	5186.00	78722.00	
W/H Taxes					
Medicare			59.97	941.36	
Social Security			256.43	4025.15	
Puerto Rico W/H(S/O)			796.08	13524.50	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			155.58	2361.66	
Net Pay			3917.94	57842.33	Voucher No. 159454147DD
Net Pay Distribution					
Direct Deposit Net Check			3917.94	57842.33	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			155.58	2361.66	*Company Match

Voucher No. 159454147DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 11/16/2018

Dept: PR

Net Pay: 3917.94

Three Thousand Nine Hundred Seventeen And 94/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15 Estancias De Santa Barbara
 Gurabo, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 11/02/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 10/15/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 10/28/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	24.00	1128.00	27472.00	
Overtime	70.50	12.00	846.00	33044.40	
Day Rate			0.00	269.60	
Per Diem			450.00	12750.00	
Gross		36.00	2424.00	73536.00	
W/H Taxes					
Medicare			28.62	881.39	
Social Security			122.39	3768.72	
Puerto Rico W/H(S/O)			380.26	12728.42	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			72.72	2206.08	
Net Pay			1820.01	53924.39	Voucher No. 157568426DD
Net Pay Distribution					
Direct Deposit Net Check			1820.01	53924.39	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			72.72	2206.08	*Company Match

Voucher No. 157568426DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 11/02/2018

Dept: PR

Net Pay: 1820.01

One Thousand Eight Hundred Twenty And 01/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 10/19/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 10/01/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 10/14/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	26344.00	
Overtime	70.50	64.00	4512.00	32198.40	
Day Rate			0.00	269.60	
Per Diem			2250.00	12300.00	
Gross		144.00	10522.00	71112.00	
W/H Taxes					
Medicare			119.94	852.77	
Social Security			512.86	3646.33	
Puerto Rico W/H(S/O)			1591.27	12348.16	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			315.66	2133.36	
Net Pay			7982.27	52104.38	Voucher No. 155718847DD
Net Pay Distribution					
Direct Deposit Net Check			7982.27	52104.38	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			315.66	2133.36	*Company Match

Voucher No. 155718847DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 10/19/2018

Dept: PR

Net Pay: 7982.27

Seven Thousand Nine Hundred Eighty Two And 27/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 10/05/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 09/17/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 09/30/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	22584.00	
Overtime	70.50	52.00	3666.00	27686.40	
Day Rate			0.00	269.60	
Per Diem			1800.00	10050.00	
Gross		132.00	9226.00	60590.00	
W/H Taxes					
Medicare			107.68	732.83	
Social Security			460.41	3133.47	
Puerto Rico W/H(S/O)			1429.84	10756.89	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			276.78	1817.70	
Net Pay			6951.29	44122.11	Voucher No. 153562952DD
Net Pay Distribution					
Direct Deposit Net Check			6951.29	44122.11	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			276.78	1817.70	*Company Match

Voucher No. 153562952DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 10/05/2018

Dept: PR

Net Pay: 6951.29

Six Thousand Nine Hundred Fifty One And 29/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 09/21/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 09/03/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 09/16/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	18824.00	
Overtime	70.50	48.00	3384.00	24020.40	
Day Rate			0.00	269.60	
Per Diem			1950.00	8250.00	
Gross		128.00	9094.00	51364.00	
W/H Taxes					
Medicare			103.59	625.15	
Social Security			442.93	2673.06	
Puerto Rico W/H(S/O)			1374.24	9327.05	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			272.82	1540.92	
Net Pay			6900.42	37170.82	Voucher No. 151775402DD
Net Pay Distribution					
Direct Deposit Net Check			6900.42	37170.82	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			272.82	1540.92	*Company Match

Voucher No. 151775402DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 09/21/2018

Dept: PR

Net Pay: 6900.42

Six Thousand Nine Hundred And 42/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 09/07/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 08/20/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 09/02/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	15064.00	
Overtime	70.50	64.00	4512.00	20636.40	
Day Rate			0.00	269.60	
Per Diem			2100.00	6300.00	
Gross		144.00	10372.00	42270.00	
W/H Taxes					
Medicare			119.94	521.56	
Social Security			512.86	2230.13	
Puerto Rico W/H(S/O)			1592.17	7952.81	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			311.16	1268.10	
Net Pay			7835.87	30270.40	Voucher No. 149861239DD
Net Pay Distribution					
Direct Deposit Net Check			7835.87	30270.40	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			311.16	1268.10	*Company Match

Voucher No. 149861239DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 09/07/2018

Dept: PR

Net Pay: 7835.87

Seven Thousand Eight Hundred Thirty Five And 87/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 08/24/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 08/06/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 08/19/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	11304.00	
Overtime	70.50	64.00	4512.00	16124.40	
Day Rate			0.00	269.60	
Per Diem			2100.00	4200.00	
Gross		144.00	10372.00	31898.00	
W/H Taxes					
Medicare			119.94	401.62	
Social Security			512.86	1717.27	
Puerto Rico W/H(S/O)			1592.17	6360.64	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			311.16	956.94	
Net Pay			7835.87	22434.53	Voucher No. 147984913DD
Net Pay Distribution					
Direct Deposit Net Check			7835.87	22434.53	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			311.16	956.94	*Company Match

Voucher No. 147984913DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 08/24/2018

Dept: PR

Net Pay: 7835.87

Seven Thousand Eight Hundred Thirty Five And 87/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 08/10/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 07/23/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 08/05/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	7544.00
Overtime	70.50	52.00	3666.00	11612.40
Day Rate			0.00	269.60
Per Diem			2100.00	2100.00
Gross		132.00	9526.00	21526.00
W/H Taxes				
Medicare			107.68	281.68
Social Security			460.41	1204.41
Puerto Rico W/H(S/O)			1428.04	4768.47
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			285.78	645.78
Net Pay			7244.09	14598.66
Net Pay Distribution				
Direct Deposit Net Check			7244.09	14598.66 A/C:4754
Employee Benefits, Allowances, and Other				
401k EE % - Match			285.78	645.78 *Company Match

Voucher No. 145993560DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 08/10/2018

Dept: PR

Net Pay: 7244.09

Seven Thousand Two Hundred Forty Four And 09/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 07/27/2018 Company: 0UC41 - COBRA ACQUISITIONS LLC
 Period Start: 07/09/2018 4727 GAILLARDIA PKWY SE 200
 Period End: 07/22/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	80.00	3784.00	3784.00
Overtime	70.95	112.00	7946.40	7946.40
Day Rate			269.60	269.60
Gross		192.00	12000.00	12000.00
W/H Taxes				
Medicare			174.00	174.00
Social Security			744.00	744.00
Puerto Rico W/H(S/O)			3340.43	3340.43
Puerto Rico EE Disability Insurance			27.00	27.00
Deductions				
401k EE %			360.00	360.00
Net Pay			7354.57	7354.57 Voucher No. 144255674DD
Net Pay Distribution				
Direct Deposit Net Check			7354.57	7354.57 A/C:4754
Employee Benefits, Allowances, and Other				
401k EE % - Match			360.00	360.00 *Company Match

Voucher No. 144255674DD

COBRA ACQUISITIONS LLC
 4727 GAILLARDIA PKWY SE 200
 OKLAHOMA CITY, OK 73142

DATE: 07/27/2018

Dept: PR

Net Pay: 7354.57

Seven Thousand Three Hundred Fifty Four And 57/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 07/13/2018 Company: ONA84 - COBRA T&D LLC
 Period Start: 06/25/2018 4727 GAILLARDIA PARKWAY STE 200
 Period End: 07/08/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	40.00	1892.00	9460.00	
Overtime	70.95	72.00	5108.40	25542.00	
Day Rate			0.00	12000.00	
Gross		112.00	7000.40	47002.00	
W/H Taxes					
Medicare			101.51	681.54	
Social Security			434.02	2914.11	
Puerto Rico W/H(S/O)			1740.06	13042.27	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			210.01	1410.05	
Net Pay			4514.80	28927.03	Voucher No. 142481186DD
Net Pay Distribution					
Direct Deposit Net Check			4514.80	28927.03	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			210.01	1410.05	*Company Match

Voucher No. 142481186DD

COBRA T&D LLC
 4727 GAILLARDIA PARKWAY STE 200
 OKLAHOMA CITY, OK 73142

DATE: 07/13/2018

Dept: PR

Net Pay: 4514.80

Four Thousand Five Hundred Fourteen And 80/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, PR 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 06/29/2018 Company: ONA84 - COBRA T&D LLC
 Period Start: 06/11/2018 4727 GAILLARDIA PARKWAY STE 200
 Period End: 06/24/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	40.00	1892.00	7568.00	
Overtime	70.95	72.00	5108.40	20433.60	
Day Rate			6000.00	12000.00	
Gross		112.00	13000.40	40001.60	
W/H Taxes					
Medicare			188.51	580.03	
Social Security			806.02	2480.09	
Puerto Rico W/H(S/O)			3660.66	11302.21	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			390.01	1200.04	
Net Pay			7955.20	24412.23	Voucher No. 140560996DD
Net Pay Distribution					
Direct Deposit Net Check			7955.20	24412.23	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			390.01	1200.04	*Company Match

Voucher No. 140560996DD

COBRA T&D LLC
 4727 GAILLARDIA PARKWAY STE 200
 OKLAHOMA CITY, OK 73142

DATE: 06/29/2018

Dept: PR

Net Pay: 7955.20

Seven Thousand Nine Hundred Fifty Five And 20/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, AL 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

JOSE RODRIGUEZ APONTE

Pay Date: 06/15/2018 Company: ONA84 - COBRA T&D LLC
 Period Start: 05/28/2018 4727 GAILLARDIA PARKWAY STE 200
 Period End: 06/10/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	80.00	3784.00	5676.00	
Overtime	70.95	144.00	10216.80	15325.20	
Day Rate			0.00	6000.00	
Gross		224.00	14000.80	27001.20	
W/H Taxes					
Medicare			203.01	391.52	
Social Security			868.05	1674.07	
Puerto Rico W/H(S/O)			3980.89	7641.55	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			420.02	810.03	
Net Pay			8528.83	16457.03	Voucher No. 138840579DD
Net Pay Distribution					
Direct Deposit Net Check			8528.83	16457.03	A/C:4754
Employee Benefits, Allowances, and Other					
401k EE % - Match			420.02	810.03	*Company Match

Voucher No. 138840579DD

COBRA T&D LLC
 4727 GAILLARDIA PARKWAY STE 200
 OKLAHOMA CITY, OK 73142

DATE: 06/15/2018

Dept: PR

Net Pay: **8528.83**

Eight Thousand Five Hundred Twenty Eight And 83/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, AL 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**JOSE RODRIGUEZ APONTE**

Pay Date: 06/01/2018 Company: ONA84 - COBRA T&D LLC
 Period Start: 05/14/2018 4727 GAILLARDIA PARKWAY STE 200
 Period End: 05/27/2018 OKLAHOMA CITY OK 73142

Emp #: A4NL
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	40.00	1892.00	1892.00
Overtime	70.95	72.00	5108.40	5108.40
Day Rate			6000.00	6000.00
Gross		112.00	13000.40	13000.40
W/H Taxes				
Medicare			188.51	188.51
Social Security			806.02	806.02
Puerto Rico W/H(S/O)			3660.66	3660.66
Puerto Rico EE Disability Insurance			27.00	27.00
Deductions				
401k EE %			390.01	390.01
Net Pay			7928.20	7928.20 Voucher No. 137111911DD
Net Pay Distribution				
Direct Deposit Net Check			7928.20	7928.20 A/C:4754
Employee Benefits, Allowances, and Other				
401k EE % - Match			390.01	390.01 *Company Match

Voucher No. 137111911DD

COBRA T&D LLC
 4727 GAILLARDIA PARKWAY STE 200
 OKLAHOMA CITY, OK 73142

DATE: 06/01/2018

Dept: PR

Net Pay: 7928.20

Seven Thousand Nine Hundred Twenty Eight And 20/100 Dollars

JOSE RODRIGUEZ APONTE
 CALLE VIOLETA # 15
 GURADBO, AL 00778

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	06/14/2019	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	05/27/2019	14201 CALIBER DRIVE STE 300	Dept: 20000 - CTD - No LOB associated
Period End:	06/09/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	38.00	50.00	1900.00	36404.00
Double Time	76.00	0.00	0.00	152.00
Overtime	57.00	5.75	327.75	33858.00
Holiday	38.00	0.00	0.00	2584.00
Per Diem			600.00	14900.00
Regular Fixed			0.00	152.00
Gross		55.75	2827.75	88050.00
W/H Taxes				
Federal W/H(M/0)			174.72	1870.92
Medicare			29.50	1029.82
Social Security			126.12	4403.27
Arkansas State W/H(M/0)			98.35	4783.27
Puerto Rico W/H(M/0)			0.00	10438.76
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			0.00	2127.68
Dental			7.02	77.22
Medical Buy up			185.00	2035.00
Repayment			608.00	608.00
Vision			1.56	17.16
Voluntary Life			2.42	26.62
Voluntary Life Child			0.20	2.20
Voluntary Life Spouse			1.21	13.31
Net Pay			1593.65	60589.77
Net Pay Distribution				
Direct Deposit Net Check			1593.65	60589.77
Employee Benefits, Allowances, and Other				
401k EE % - Match			0.00	2127.68
				*Company Match

Voucher No. 191704372DD

A/C:3190

Voucher No. 191704372DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 06/14/2019

Dept: 20000

Net Pay: **1593.65**

One Thousand Five Hundred Ninety Three And 65/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

BRYAN DUFF

Pay Date:	05/31/2019	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	05/13/2019	14201 CALIBER DRIVE STE 300	Dept:	20000 - CTD - No LOB associated	
Period End:	05/26/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly	

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	38.00	80.00	3040.00	34504.00
Double Time	76.00	0.00	0.00	152.00
Overtime	57.00	11.50	655.50	33530.25
Holiday	38.00	0.00	0.00	2584.00
Per Diem			800.00	14300.00
Regular Fixed			152.00	152.00
Gross		91.50	4647.50	85222.25
W/H Taxes				
Federal W/H(M/0)			360.04	1696.20
Medicare			52.98	1000.32
Social Security			226.54	4277.15
Arkansas State W/H(M/0)			202.15	4684.92
Puerto Rico W/H(M/0)			0.00	10438.76
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			115.43	2127.68
Dental			7.02	70.20
Medical Buy up			185.00	1850.00
Vision			1.56	15.60
Voluntary Life			2.42	24.20
Voluntary Life Child			0.20	2.00
Voluntary Life Spouse			1.21	12.10
Net Pay			3492.95	58996.12
Net Pay Distribution			Voucher No. 189420515DD	
Direct Deposit Net Check			3492.95	58996.12 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			115.43	2127.68 *Company Match

Voucher No. 189420515DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 05/31/2019

Dept: 20000

Net Pay: **3492.95**

Three Thousand Four Hundred Ninety Two And 95/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

BRYAN DUFF

Pay Date:	05/17/2019	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	04/29/2019	14201 CALIBER DRIVE STE 300	Dept:	20000 - CTD - No LOB associated	
Period End:	05/12/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly	

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	38.00	64.00	2432.00	31464.00
Double Time	76.00	2.00	152.00	152.00
Overtime	57.00	42.50	2422.50	32874.75
Holiday	38.00	0.00	0.00	2584.00
Per Diem			1100.00	13500.00
Gross		108.50	6106.50	80574.75
W/H Taxes				
Federal W/H(M/0)			607.38	1336.16
Medicare			69.79	947.34
Social Security			298.40	4050.61
Arkansas State W/H(M/0)			279.72	4482.77
Puerto Rico W/H(M/0)			0.00	10438.76
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			150.20	2012.25
Dental			7.02	63.18
Medical Buy up			185.00	1665.00
Vision			1.56	14.04
Voluntary Life			2.42	21.78
Voluntary Life Child			0.20	1.80
Voluntary Life Spouse			1.21	10.89
Net Pay			4503.60	55503.17
Net Pay Distribution				
Direct Deposit Net Check			4503.60	55503.17 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			150.20	2012.25 *Company Match

Voucher No. 187279426DD

A/C:3190

Voucher No. 187279426DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 05/17/2019

Dept: 20000

Net Pay: **4503.60**

Four Thousand Five Hundred Three And 60/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

BRYAN DUFF

Pay Date:	05/03/2019	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	04/15/2019	14201 CALIBER DRIVE STE 300	Dept: 20000 - CTD - No LOB associated
Period End:	04/28/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	38.00	80.00	3040.00	29032.00
Overtime	57.00	34.00	1938.00	30452.25
Holiday	38.00	8.00	304.00	2584.00
Per Diem			1100.00	12400.00
Gross		122.00	6382.00	74468.25
W/H Taxes				
Federal W/H(M/0)			666.17	728.78
Medicare			73.78	877.55
Social Security			315.48	3752.21
Arkansas State W/H(M/0)			298.16	4203.05
Puerto Rico W/H(M/0)			0.00	10438.76
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			158.46	1862.05
Dental			7.02	56.16
Medical Buy up			185.00	1480.00
Vision			1.56	12.48
Voluntary Life			2.42	19.36
Voluntary Life Child			0.20	1.60
Voluntary Life Spouse			1.21	9.68
Net Pay			4672.54	50999.57
Net Pay Distribution				
Direct Deposit Net Check			4672.54	50999.57 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			158.46	1862.05 *Company Match

Voucher No. 185170427DD

A/C:3190

Voucher No. 185170427DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 05/03/2019

Dept: 20000

Net Pay: **4672.54**

Four Thousand Six Hundred Seventy Two And 54/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

BRYAN DUFF

Pay Date:	04/19/2019	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	04/01/2019	14201 CALIBER DRIVE STE 300	Dept:	20000 - CTD - No LOB associated	
Period End:	04/14/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly	

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	32.00	1824.00	25992.00
Overtime	85.50	13.50	1154.25	28514.25
Holiday	57.00	0.00	0.00	2280.00
Per Diem			500.00	11300.00
Gross		45.50	3478.25	68086.25
W/H Taxes				
Federal W/H(M/10)			62.61	62.61
Medicare			40.38	803.77
Social Security			172.65	3436.73
Arkansas State W/H(M/0)			332.64	3904.89
Puerto Rico W/H(M/0)			0.00	10438.76
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			89.35	1703.59
Dental			7.02	49.14
Medical Buy up			185.00	1295.00
Vision			1.56	10.92
Voluntary Life			2.42	16.94
Voluntary Life Child			0.20	1.40
Voluntary Life Spouse			1.21	8.47
Net Pay			2583.21	46327.03
Net Pay Distribution				
Direct Deposit Net Check			2583.21	46327.03
Employee Benefits, Allowances, and Other				
401k EE % - Match			89.35	1703.59
				*Company Match

Voucher No. 182943631DD

A/C:3190

Voucher No. 182943631DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 04/19/2019

Dept: 20000

Net Pay: **2583.21**

Two Thousand Five Hundred Eighty Three And 21/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	03/22/2019	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	03/04/2019	14201 CALIBER DRIVE STE 300	Dept: PR - Puerto Rico
Period End:	03/17/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	24168.00
Overtime	85.50	52.00	4446.00	27360.00
Holiday	57.00	0.00	0.00	2280.00
Per Diem			1800.00	10800.00
Gross		132.00	10806.00	64608.00
W/H Taxes				
Medicare			127.78	763.39
Social Security			546.37	3264.08
Arkansas State W/H(M/O)			597.96	3572.25
Puerto Rico W/H(M/O)			1747.16	10438.76
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			270.18	1614.24
Dental			7.02	42.12
Medical Buy up			185.00	1110.00
Vision			1.56	9.36
Voluntary Life			2.42	14.52
Voluntary Life Child			0.20	1.20
Voluntary Life Spouse			1.21	7.26
Net Pay			7319.14	43743.82
Net Pay Distribution			Voucher No. 178458542DD	
Direct Deposit Net Check			7319.14	43743.82 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			270.18	1614.24 *Company Match
			Current Period	Year To Date YTD Taken Available

Voucher No. 178458542DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 03/22/2019

Dept: PR

Net Pay: **7319.14**

Seven Thousand Three Hundred Nineteen And 14/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	03/08/2019	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	02/18/2019	14201 CALIBER DRIVE STE 300	Dept: PR - Puerto Rico
Period End:	03/03/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	19608.00
Overtime	85.50	64.00	5472.00	22914.00
Holiday	57.00	0.00	0.00	2280.00
Per Diem			2100.00	9000.00
Gross		144.00	12132.00	53802.00
W/H Taxes				
Medicare			142.66	635.61
Social Security			609.98	2717.71
Arkansas State W/H(M/0)			667.62	2974.29
Puerto Rico W/H(M/0)			1946.21	8691.60
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			300.96	1344.06
Dental			7.02	35.10
Medical Buy up			185.00	925.00
Vision			1.56	7.80
Voluntary Life			2.42	12.10
Voluntary Life Child			0.20	1.00
Voluntary Life Spouse			1.21	6.05
Net Pay			8267.16	36424.68
Net Pay Distribution				
Direct Deposit Net Check			8267.16	36424.68
Employee Benefits, Allowances, and Other				
401k EE % - Match			300.96	1344.06
				*Company Match

Voucher No. 176508026DD

A/C:3190

Voucher No. 176508026DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 03/08/2019

Dept: PR

Net Pay: **8267.16**

Eight Thousand Two Hundred Sixty Seven And 16/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	02/22/2019	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	02/04/2019	14201 CALIBER DRIVE STE 300	Dept: PR - Puerto Rico
Period End:	02/17/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	15048.00
Overtime	85.50	64.00	5472.00	17442.00
Holiday	57.00	0.00	0.00	2280.00
Per Diem			2100.00	6900.00
Gross		144.00	12132.00	41670.00
W/H Taxes				
Medicare			142.66	492.95
Social Security			609.98	2107.73
Arkansas State W/H(M/0)			667.62	2306.67
Puerto Rico W/H(M/0)			1946.21	6745.39
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			300.96	1043.10
Dental			7.02	28.08
Medical Buy up			185.00	740.00
Vision			1.56	6.24
Voluntary Life			2.42	9.68
Voluntary Life Child			0.20	0.80
Voluntary Life Spouse			1.21	4.84
Net Pay			8267.16	28157.52
Net Pay Distribution			Voucher No. 174293469DD	
Direct Deposit Net Check			8267.16	28157.52 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			300.96	1043.10 *Company Match
			Current Period	Year To Date YTD Taken Available

Voucher No. 174293469DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 02/22/2019

Dept: PR

Net Pay: **8267.16**

Eight Thousand Two Hundred Sixty Seven And 16/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	02/08/2019	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	01/21/2019	14201 CALIBER DRIVE STE 300	Dept: PR - Puerto Rico
Period End:	02/03/2019	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	10488.00
Overtime	85.50	64.00	5472.00	11970.00
Holiday	57.00	0.00	0.00	2280.00
Per Diem			2100.00	4800.00
Gross		144.00	12132.00	29538.00
W/H Taxes				
Medicare			142.66	350.29
Social Security			609.98	1497.75
Arkansas State W/H(M/O)			667.62	1639.05
Puerto Rico W/H(M/O)			1946.21	4799.18
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			300.96	742.14
Dental			7.02	21.06
Medical Buy up			185.00	555.00
Vision			1.56	4.68
Voluntary Life			2.42	7.26
Voluntary Life Child			0.20	0.60
Voluntary Life Spouse			1.21	3.63
Net Pay			8267.16	19890.36
Net Pay Distribution				
Direct Deposit Net Check			8267.16	19890.36 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			300.96	742.14 *Company Match

Voucher No. 172052857DD

A/C:3190

Voucher No. 172052857DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 02/08/2019

Dept: PR

Net Pay: **8267.16**

Eight Thousand Two Hundred Sixty Seven And 16/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	01/25/2019	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	01/07/2019		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	01/20/2019		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	5928.00
Overtime	85.50	64.00	5472.00	6498.00
Holiday	57.00	0.00	0.00	2280.00
Per Diem			2100.00	2700.00
Gross		144.00	12132.00	17406.00
W/H Taxes				
Medicare			142.66	207.63
Social Security			609.98	887.77
Arkansas State W/H(M/0)			667.62	971.43
Puerto Rico W/H(M/0)			1946.21	2852.97
Puerto Rico EE Disability Insurance			12.98	27.00
Deductions				
401k EE %			300.96	441.18
Dental			7.02	14.04
Medical Buy up			185.00	370.00
Vision			1.56	3.12
Voluntary Life			2.42	4.84
Voluntary Life Child			0.20	0.40
Voluntary Life Spouse			1.21	2.42
Net Pay			8254.18	11623.20
Net Pay Distribution			Voucher No. 170013722DD	
Direct Deposit Net Check			8254.18	11623.20 A/C:3190
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			300.96	441.18 *Company Match

Voucher No. 170013722DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 01/25/2019

Dept: PR

Net Pay: **8254.18**

Eight Thousand Two Hundred Fifty Four And 18/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	01/11/2019	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	12/24/2018		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	01/06/2019		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	24.00	1368.00	1368.00
Overtime	85.50	12.00	1026.00	1026.00
Holiday	57.00	40.00	2280.00	2280.00
Per Diem			600.00	600.00
Gross		76.00	5274.00	5274.00
W/H Taxes				
Medicare			64.97	64.97
Social Security			277.79	277.79
Arkansas State W/H(M/O)			303.81	303.81
Puerto Rico W/H(M/O)			906.76	906.76
Puerto Rico EE Disability Insurance			14.02	14.02
Deductions				
401k EE %			140.22	140.22
Dental			7.02	7.02
Medical Buy up			185.00	185.00
Vision			1.56	1.56
Voluntary Life			2.42	2.42
Voluntary Life Child			0.20	0.20
Voluntary Life Spouse			1.21	1.21
Net Pay			3369.02	3369.02 Voucher No. 167941215DD
Net Pay Distribution				
Direct Deposit Net Check			3369.02	3369.02 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			140.22	140.22 *Company Match

Voucher No. 167941215DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 01/11/2019

Dept: PR

Net Pay: **3369.02**

Three Thousand Three Hundred Sixty Nine And 02/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	12/28/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	12/10/2018	14201 CALIBER DRIVE STE 300	Dept: PR - Puerto Rico
Period End:	12/23/2018	OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	57045.30
Overtime	85.50	64.00	5472.00	85505.76
Day Rate			0.00	7500.00
Per Diem			1950.00	18635.00
Gross		144.00	11982.00	168686.06
W/H Taxes				
Medicare			143.46	2149.84
Social Security			0.00	7960.80
Arkansas State W/H(M/O)			671.49	9529.87
Puerto Rico W/H(M/O)			1946.21	29177.48
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			300.96	4174.94
Dental			7.02	91.26
Medical Buy up			129.69	1685.97
Vision			1.56	20.28
Voluntary Life			7.27	94.51
Voluntary Life Child			0.20	2.60
Voluntary Life Spouse			1.21	15.73
Net Pay			8772.93	113755.78
Net Pay Distribution				
Direct Deposit Net Check			8772.93	113755.78 A/C:3190
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
GTL	0.00		0.00	11.20 *Earn/Benefit
401k EE % - Match			300.96	4174.94 *Company Match

Voucher No. 166105343DD

A/C:3190

Voucher No. 166105343DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 12/28/2018

Dept: PR

Net Pay: **8772.93**

Eight Thousand Seven Hundred Seventy Two And 93/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

BRYAN DUFF

Pay Date:	12/14/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	11/26/2018		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	12/09/2018		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	52485.30
Overtime	85.50	64.00	5472.00	80033.76
Day Rate			0.00	7500.00
Per Diem			2100.00	16685.00
Gross		144.00	12132.00	156704.06
W/H Taxes				
Medicare			143.62	2006.38
Social Security			0.00	7960.80
Arkansas State W/H(M/O)			672.25	8858.38
Puerto Rico W/H(M/O)			1948.38	27231.27
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			301.30	3873.98
Dental			7.02	84.24
Medical Buy up			129.69	1556.28
Vision			1.56	18.72
Voluntary Life			7.27	87.24
Voluntary Life Child			0.20	2.40
Voluntary Life Spouse			1.21	14.52
Net Pay			8919.50	104982.85
Net Pay Distribution			Voucher No. 163651129DD	
Direct Deposit Net Check			8919.50	104982.85 A/C:3190
Employee Benefits, Allowances, and Other				
		Current Period	Year To Date	YTD Taken Available
GTL	0.00	11.20	11.20	*Earn/Benefit
401k EE % - Match		301.30	3873.98	*Company Match

Voucher No. 163651129DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 12/14/2018

Dept: PR

Net Pay: **8919.50**

Eight Thousand Nine Hundred Nineteen And 50/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	11/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A4QR
Period Start:	11/12/2018		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	11/25/2018		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	72.00	4104.00	47925.30
Overtime	85.50	40.00	3420.00	74561.76
Day Rate			0.00	7500.00
Per Diem			1500.00	14585.00
Gross		112.00	9024.00	144572.06
W/H Taxes				
Medicare			107.09	1862.76
Social Security			453.81	7960.80
Arkansas State W/H(M/0)			498.05	8186.13
Puerto Rico W/H(M/0)			1450.66	25282.89
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			270.72	3572.68
Dental			7.02	77.22
Medical Buy up			129.69	1426.59
Vision			1.56	17.16
Voluntary Life			7.27	79.97
Voluntary Life Child			0.20	2.20
Voluntary Life Spouse			1.21	13.31
Net Pay			6096.72	96063.35
Net Pay Distribution				Voucher No. 161536067DD
Direct Deposit Net Check			6096.72	96063.35 A/C:3190
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			270.72	3572.68 *Company Match
			YTD Taken	Available

Voucher No. 161536067DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 11/30/2018

Dept: PR

Net Pay: 6096.72

Six Thousand Ninety Six And 72/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	11/16/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	10/29/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	11/11/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	40.00	2280.00	43821.30
Overtime	85.50	20.00	1710.00	71141.76
Day Rate			0.00	7500.00
Per Diem			900.00	13085.00
Gross		60.00	4890.00	135548.06
W/H Taxes				
Medicare			55.85	1755.67
Social Security			238.81	7506.99
Arkansas State W/H(M/0)			259.35	7688.08
Puerto Rico W/H(M/0)			768.66	23832.23
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			146.70	3301.96
Dental			7.02	70.20
Medical Buy up			129.69	1296.90
Vision			1.56	15.60
Voluntary Life			7.27	72.70
Voluntary Life Child			0.20	2.00
Voluntary Life Spouse			1.21	12.10
Net Pay			3273.68	89966.63
Net Pay Distribution				
Direct Deposit Net Check			3273.68	89966.63
Employee Benefits, Allowances, and Other				
401k EE % - Match			146.70	3301.96
				*Company Match

Voucher No. 159557152DD

A/C:3190

Voucher No. 159557152DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 11/16/2018

Dept: PR

Net Pay: **3273.68**

Three Thousand Two Hundred Seventy Three And 68/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	11/02/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	10/15/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	10/28/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	32.00	1824.00	41541.30
Overtime	85.50	16.00	1368.00	69431.76
Day Rate			0.00	7500.00
Per Diem			600.00	12185.00
Gross		48.00	3792.00	130658.06
W/H Taxes				
Medicare			44.28	1699.82
Social Security			189.33	7268.18
Arkansas State W/H(M/0)			205.80	7428.73
Puerto Rico W/H(M/0)			615.65	23063.57
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			113.76	3155.26
Dental			7.02	63.18
Medical Buy up			129.69	1167.21
Vision			1.56	14.04
Voluntary Life			7.27	65.43
Voluntary Life Child			0.20	1.80
Voluntary Life Spouse			1.21	10.89
Net Pay			2476.23	86692.95
Net Pay Distribution			Voucher No. 157698195DD	
Direct Deposit Net Check			2476.23	86692.95 A/C:3190
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			113.76	3155.26 *Company Match
			YTD Taken	Available

Voucher No. 157698195DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 11/02/2018

Dept: PR

Net Pay: **2476.23**

Two Thousand Four Hundred Seventy Six And 23/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	10/19/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	10/01/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	10/14/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	39717.30
Overtime	85.50	64.00	5472.00	68063.76
Day Rate			0.00	7500.00
Per Diem			2100.00	11585.00
Gross		144.00	12132.00	126866.06
W/H Taxes				
Medicare			143.46	1655.54
Social Security			613.41	7078.85
Arkansas State W/H(M/0)			667.08	7222.93
Puerto Rico W/H(M/0)			1933.61	22447.92
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			363.96	3041.50
Dental			7.02	56.16
Medical Buy up			129.69	1037.52
Vision			1.56	12.48
Voluntary Life			7.27	58.16
Voluntary Life Child			0.20	1.60
Voluntary Life Spouse			1.21	9.68
Net Pay			8263.53	84216.72
Net Pay Distribution			Voucher No. 155747517DD	
Direct Deposit Net Check			8263.53	84216.72 A/C:3190
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			363.96	3041.50 *Company Match

Voucher No. 155747517DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 10/19/2018

Dept: PR

Net Pay: **8263.53**

Eight Thousand Two Hundred Sixty Three And 53/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	10/05/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	09/17/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/30/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	35157.30
Overtime	85.50	64.00	5472.00	62591.76
Day Rate			0.00	7500.00
Per Diem			2100.00	9485.00
Gross		144.00	12132.00	114734.06
W/H Taxes				
Medicare			143.46	1512.08
Social Security			613.41	6465.44
Arkansas State W/H(M/0)			667.08	6555.85
Puerto Rico W/H(M/0)			1933.61	20514.31
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			363.96	2677.54
Dental			7.02	49.14
Medical Buy up			129.69	907.83
Vision			1.56	10.92
Voluntary Life			7.27	50.89
Voluntary Life Child			0.20	1.40
Voluntary Life Spouse			1.21	8.47
Net Pay			8263.53	75953.19
Net Pay Distribution				
Direct Deposit Net Check			8263.53	75953.19
Employee Benefits, Allowances, and Other				
401k EE % - Match			363.96	2677.54
				*Company Match

Voucher No. 153785187DD

A/C:3190

Voucher No. 153785187DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 10/05/2018

Dept: PR

Net Pay: **8263.53**

Eight Thousand Two Hundred Sixty Three And 53/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	09/21/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	09/03/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/16/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	30597.30
Overtime	85.50	60.00	5130.00	57119.76
Day Rate			0.00	7500.00
Per Diem			2100.00	7385.00
Gross		140.00	11790.00	102602.06
W/H Taxes				
Medicare			138.50	1368.62
Social Security			592.21	5852.03
Arkansas State W/H(M/0)			643.86	5888.77
Puerto Rico W/H(M/0)			1867.26	18580.70
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			353.70	2313.58
Dental			7.02	42.12
Medical Buy up			129.69	778.14
Vision			1.56	9.36
Voluntary Life			7.27	43.62
Voluntary Life Child			0.20	1.20
Voluntary Life Spouse			1.21	7.26
Net Pay			8047.52	67689.66
Net Pay Distribution			Voucher No. 151802531DD	
Direct Deposit Net Check			8047.52	67689.66 A/C:3190
Employee Benefits, Allowances, and Other				
401k EE % - Match			353.70	2313.58 *Company Match
			Current Period	Year To Date YTD Taken Available

Voucher No. 151802531DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/21/2018

Dept: PR

Net Pay: **8047.52**

Eight Thousand Forty Seven And 52/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	09/07/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	08/20/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/02/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	26037.30
Overtime	85.50	64.00	5472.00	51989.76
Day Rate			0.00	7500.00
Per Diem			2100.00	5285.00
Gross		144.00	12132.00	90812.06
W/H Taxes				
Medicare			143.46	1230.12
Social Security			613.41	5259.82
Arkansas State W/H(M/0)			667.08	5244.91
Puerto Rico W/H(M/0)			1933.61	16713.44
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			363.96	1959.88
Dental			7.02	35.10
Medical Buy up			129.69	648.45
Vision			1.56	7.80
Voluntary Life			7.27	36.35
Voluntary Life Child			0.20	1.00
Voluntary Life Spouse			1.21	6.05
Net Pay			8263.53	59642.14
Net Pay Distribution				
Direct Deposit Net Check			8263.53	59642.14
Employee Benefits, Allowances, and Other				
401k EE % - Match			363.96	1959.88
				*Company Match

Voucher No. 149866477DD

A/C:3190

Voucher No. 149866477DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/07/2018

Dept: PR

Net Pay: **8263.53**

Eight Thousand Two Hundred Sixty Three And 53/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	08/24/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	08/06/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	08/19/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	80.00	4560.00	21477.30
Overtime	85.50	64.00	5472.00	46517.76
Day Rate			0.00	7500.00
Per Diem			2100.00	3185.00
Gross		144.00	12132.00	78680.06
W/H Taxes				
Medicare			143.46	1086.66
Social Security			613.41	4646.41
Arkansas State W/H(M/0)			667.08	4577.83
Puerto Rico W/H(M/0)			1933.61	14779.83
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			363.96	1595.92
Dental			7.02	28.08
Medical Buy up			129.69	518.76
Vision			1.56	6.24
Voluntary Life			7.27	29.08
Voluntary Life Child			0.20	0.80
Voluntary Life Spouse			1.21	4.84
Net Pay			8263.53	51378.61
Net Pay Distribution				
Direct Deposit Net Check			8263.53	51378.61
Employee Benefits, Allowances, and Other				
401k EE % - Match			363.96	1595.92
				*Company Match

Voucher No. 148046398DD

A/C:3190

Voucher No. 148046398DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 08/24/2018

Dept: PR

Net Pay: **8263.53**

Eight Thousand Two Hundred Sixty Three And 53/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	08/10/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	07/23/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	08/05/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	57.00	40.00	2280.00	16917.30
Overtime	85.50	32.00	2736.00	41045.76
Day Rate			0.00	7500.00
Per Diem			1050.00	1085.00
Gross		72.00	6066.00	66548.06
W/H Taxes				
Medicare			70.73	943.20
Social Security			302.42	4033.00
Arkansas State W/H(M/0)			328.70	3910.75
Puerto Rico W/H(M/0)			966.80	12846.22
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			181.98	1231.96
Dental			7.02	21.06
Medical Buy up			129.69	389.07
Vision			1.56	4.68
Voluntary Life			7.27	21.81
Voluntary Life Child			0.20	0.60
Voluntary Life Spouse			1.21	3.63
Net Pay			4068.42	43115.08
Net Pay Distribution			Voucher No. 146126781DD	
Direct Deposit Net Check			4068.42	43115.08 A/C:3190
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			181.98	1231.96 *Company Match

Voucher No. 146126781DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 08/10/2018

Dept: PR

Net Pay: **4068.42**

Four Thousand Sixty Eight And 42/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date:	07/27/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A4QR
Period Start:	07/09/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	07/22/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	59.12	80.00	4729.60	14637.30
Overtime	88.68	144.00	12769.92	38309.76
Day Rate			0.00	7500.00
Per Diem			0.00	35.00
Gross		224.00	17499.52	60482.06
W/H Taxes				
Medicare			251.74	872.47
Social Security			1076.40	3730.58
Arkansas State W/H(M/0)			1178.54	3582.05
Puerto Rico W/H(M/0)			3394.91	11879.42
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			524.99	1049.98
Dental			7.02	14.04
Medical Buy up			129.69	259.38
Vision			1.56	3.12
Voluntary Life			7.27	14.54
Voluntary Life Child			0.20	0.40
Voluntary Life Spouse			1.21	2.42
Net Pay			10925.99	39046.66
Net Pay Distribution				
Direct Deposit Net Check			10925.99	39046.66
Employee Benefits, Allowances, and Other				
401k EE % - Match			524.99	1049.98
				*Company Match

Voucher No. 144394310DD

A/C:3190

Voucher No. 144394310DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 07/27/2018

Dept: PR

Net Pay: **10925.99**

Ten Thousand Nine Hundred Twenty Five And 99/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date: 07/13/2018 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC
 Period Start: 06/25/2018 PO BOX 130
 Period End: 07/08/2018 PLAINVIEW TX 79073 (405) 226-0963

Emp #: A4QR
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	59.12	80.00	4729.60	9907.70	
Overtime	88.68	144.00	12769.92	25539.84	
Day Rate			0.00	7500.00	
Per Diem			0.00	35.00	
	<hr/>				
	Gross	224.00	17499.52	42982.54	
W/H Taxes					
Medicare			251.74	620.73	
Social Security			1076.40	2654.18	
Arkansas State W/H(M/0)			1178.54	2403.51	
Puerto Rico W/H(M/0)			3394.91	8484.51	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			524.99	524.99	
Dental			7.02	7.02	
Medical Buy up			129.69	129.69	
Vision			1.56	1.56	
Voluntary Life			7.27	7.27	
Voluntary Life Child			0.20	0.20	
Voluntary Life Spouse			1.21	1.21	
	<hr/>				
	Net Pay		10925.99	28120.67	Voucher No. 142404312DD
Net Pay Distribution					
Direct Deposit Net Check			10925.99	28120.67	A/C:3190
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			524.99	524.99	*Company Match

Voucher No. 142404312DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 07/13/2018

Dept: PR

Net Pay: **10925.99**

Ten Thousand Nine Hundred Twenty Five And 99/100 Dollars

BRYAN DUFF
24 PRIVATE ROAD 1243
TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date: 06/29/2018 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC
 Period Start: 06/11/2018 PO BOX 130
 Period End: 06/24/2018 PLAINVIEW TX 79073 (405) 226-0963

Emp #: A4QR
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	59.12	80.00	4729.60	5178.10
Overtime	88.68	144.00	12769.92	12769.92
Day Rate			0.00	7500.00
Per Diem			0.00	35.00

Gross		224.00	17499.52	25483.02
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W/H Taxes

Medicare			253.74	368.99
Social Security			1084.97	1577.78
Arkansas State W/H(M/O)			1224.97	1224.97
Puerto Rico W/H(M/O)			3499.90	5089.60
Puerto Rico EE Disability Insurance			3.15	27.00

Deductions

Net Pay		11432.79	17194.68	Voucher No. 140588038DD
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Net Pay Distribution

Direct Deposit Net Check		11432.79	17194.68	A/C:3190
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Voucher No. 140588038DD

HIGHER POWER ELECTRICAL LLC
 4727 Gallardia Parkway STE 200
 Oklahoma City, OK 73142

DATE: 06/29/2018

Dept: PR

Net Pay: **11432.79**

Eleven Thousand Four Hundred Thirty Two And 79/100 Dollars

BRYAN DUFF
 24 PRIVATE ROAD 1243
 TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**BRYAN DUFF**

Pay Date: 06/15/2018 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC
 Period Start: 05/28/2018 PO BOX 130
 Period End: 06/10/2018 PLAINVIEW TX 79073 (405) 226-0963

Emp #: A4QR
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	34.50(*)	13.00	448.50	448.50
Day Rate			7500.00	7500.00
Per Diem			35.00	35.00

**Denotes an override during payroll processing.*

Gross		13.00	7983.50	7983.50
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W/H Taxes

Medicare			115.25	115.25
Social Security			492.81	492.81
Arkansas State W/H(S/O)			0.00	0.00
Puerto Rico W/H(M/O)			1589.70	1589.70
Puerto Rico EE Disability Insurance			23.85	23.85

Deductions

Net Pay			5761.89	5761.89	Voucher No. 138947865DD
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Net Pay Distribution

Direct Deposit Net Check			5761.89	5761.89	A/C:3190
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Voucher No. 138947865DD

HIGHER POWER ELECTRICAL LLC
 4727 Gallardia Parkway STE 200
 Oklahoma City, OK 73142

DATE: 06/15/2018

Dept: PR

Net Pay: **5761.89**

Five Thousand Seven Hundred Sixty One And 89/100 Dollars

BRYAN DUFF
 24 PRIVATE ROAD 1243
 TEXARKANA, AR 71854

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	03/22/2019	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	03/04/2019		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	03/17/2019		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	12.00	564.00	17296.00	
Overtime	70.50	0.00	0.00	16356.00	
Higher Power Sick	47.00	0.00	0.00	376.00	
Higher Power Vacation	47.00	8.00	376.00	376.00	
Holiday	47.00	0.00	0.00	1880.00	
Per Diem			150.00	8850.00	
Gross		20.00	1090.00	45134.00	
W/H Taxes					
Medicare			13.13	523.10	
Social Security			56.13	2236.73	
Puerto Rico W/H(S/1)			188.00	7256.80	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
Dental			0.53	3.18	
Medical Buy up			34.00	204.00	
Vision			0.12	0.72	
Voluntary Life			1.15	6.90	
Net Pay			796.94	34875.57	Voucher No. 178458743DD
Net Pay Distribution					
Direct Deposit Net Check			796.94	34875.57	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
Higher Power Sick Hours			0.00	48.00	8.00 40.00
Higher Power Vacation Hours			0.00	48.00	48.00 0.00

Voucher No. 178458743DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 03/22/2019

Dept: PR

Net Pay: **796.94**

Seven Hundred Ninety Six And 94/100 Dollars

KEVIN PEARSON
366 WOODFOREST
KINGSLAND, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**KEVIN PEARSON**

Pay Date: 03/08/2019 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC
 Period Start: 02/18/2019 14201 CALIBER DRIVE STE 300
 Period End: 03/03/2019 OKLAHOMA CITY OK 73134 (405) 226-0963

Emp #: A2LV
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	16732.00
Overtime	70.50	52.00	3666.00	16356.00
Higher Power Sick	47.00	0.00	0.00	376.00
Holiday	47.00	0.00	0.00	1880.00
Per Diem			1950.00	8700.00
Gross		132.00	9376.00	44044.00
W/H Taxes				
Medicare			107.17	509.97
Social Security			458.26	2180.60
Puerto Rico W/H(S/1)			1485.20	7068.80
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
Dental			0.53	2.65
Medical Buy up			34.00	170.00
Vision			0.12	0.60
Voluntary Life			1.15	5.75
Net Pay			7289.57	34078.63
Net Pay Distribution			Voucher No. 176508230DD	
Direct Deposit Net Check			7289.57	34078.63 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	48.00
Higher Power Vacation Hours			0.00	48.00
			YTD Taken	Available
			8.00	40.00
			40.00	8.00

Voucher No. 176508230DD

HIGHER POWER ELECTRICAL LLC
 14201 Caliber Dr STE 300
 Oklahoma City, OK 73134

DATE: 03/08/2019

Dept: PR

Net Pay: 7289.57

Seven Thousand Two Hundred Eighty Nine And 57/100 Dollars

KEVIN PEARSON
 366 Woodforest
 Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**KEVIN PEARSON**

Pay Date: 02/22/2019 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC Emp #: A2LV
 Period Start: 02/04/2019 14201 CALIBER DRIVE STE 300 Dept: PR - Puerto Rico
 Period End: 02/17/2019 OKLAHOMA CITY OK 73134 (405) 226-0963 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	12972.00
Overtime	70.50	52.00	3666.00	12690.00
Higher Power Sick	47.00	8.00	376.00	376.00
Holiday	47.00	0.00	0.00	1880.00
Per Diem			1950.00	6750.00
Gross		140.00	9752.00	34668.00
W/H Taxes				
Medicare			112.63	402.80
Social Security			481.58	1722.34
Puerto Rico W/H(S/1)			1560.40	5583.60
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
Dental			0.53	2.12
Medical Buy up			34.00	136.00
Vision			0.12	0.48
Voluntary Life			1.15	4.60
Net Pay			7561.59	26789.06
Net Pay Distribution			Voucher No. 174293665DD	
Direct Deposit Net Check			7561.59	26789.06 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	48.00
Higher Power Vacation Hours			0.00	48.00
			YTD Taken	Available
			8.00	40.00
			40.00	8.00

Voucher No. 174293665DD

HIGHER POWER ELECTRICAL LLC
 14201 Caliber Dr STE 300
 Oklahoma City, OK 73134

DATE: 02/22/2019

Dept: PR

Net Pay: 7561.59

Seven Thousand Five Hundred Sixty One And 59/100 Dollars

KEVIN PEARSON
 366 Woodforest
 Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date: 02/08/2019 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC Emp #: A2LV
 Period Start: 01/21/2019 14201 CALIBER DRIVE STE 300 Dept: PR - Puerto Rico
 Period End: 02/03/2019 OKLAHOMA CITY OK 73134 (405) 226-0963 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	9212.00
Overtime	70.50	64.00	4512.00	9024.00
Holiday	47.00	0.00	0.00	1880.00
Per Diem			2100.00	4800.00
Gross		144.00	10372.00	24916.00
W/H Taxes				
Medicare			119.44	290.17
Social Security			510.72	1240.76
Puerto Rico W/H(S/1)			1654.40	4023.20
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
Dental			0.53	1.59
Medical Buy up			34.00	102.00
Vision			0.12	0.36
Voluntary Life			1.15	3.45
Net Pay			8051.64	19227.47
Net Pay Distribution			Voucher No. 172053062DD	
Direct Deposit Net Check			8051.64	19227.47 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	48.00
Higher Power Vacation Hours			0.00	48.00
			YTD Taken	Available
			0.00	48.00
			40.00	8.00

Voucher No. 172053062DD

HIGHER POWER ELECTRICAL LLC
 14201 Caliber Dr STE 300
 Oklahoma City, OK 73134

DATE: 02/08/2019

Dept: PR

Net Pay: 8051.64

Eight Thousand Fifty One And 64/100 Dollars

KEVIN PEARSON
 366 Woodforest
 Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**KEVIN PEARSON**

Pay Date: 01/25/2019 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC
 Period Start: 01/07/2019 14201 CALIBER DRIVE STE 300
 Period End: 01/20/2019 OKLAHOMA CITY OK 73134 (405) 226-0963

Emp #: A2LV
 Dept: PR - Puerto Rico
 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	5452.00
Overtime	70.50	64.00	4512.00	4512.00
Holiday	47.00	0.00	0.00	1880.00
Per Diem			2100.00	2700.00
Gross		144.00	10372.00	14544.00
W/H Taxes				
Medicare			119.44	170.73
Social Security			510.72	730.04
Puerto Rico W/H(S/1)			1654.40	2368.80
Puerto Rico EE Disability Insurance			16.28	27.00
Deductions				
Dental			0.53	1.06
Medical Buy up			34.00	68.00
Vision			0.12	0.24
Voluntary Life			1.15	2.30
Net Pay			8035.36	11175.83
Net Pay Distribution			Voucher No. 170013937DD	
Direct Deposit Net Check			8035.36	11175.83 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	48.00
Higher Power Vacation Hours			0.00	48.00
			YTD Taken	Available
			0.00	48.00
			40.00	8.00

Voucher No. 170013937DD

HIGHER POWER ELECTRICAL LLC
 14201 Caliber Dr STE 300
 Oklahoma City, OK 73134

DATE: 01/25/2019

Dept: PR

Net Pay: 8035.36

Eight Thousand Thirty Five And 36/100 Dollars

KEVIN PEARSON
 366 Woodforest
 Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date: 01/11/2019 Company: 0QE99 - HIGHER POWER ELECTRICAL LLC Emp #: A2LV
 Period Start: 12/24/2018 14201 CALIBER DRIVE STE 300 Dept: PR - Puerto Rico
 Period End: 01/06/2019 OKLAHOMA CITY OK 73134 (405) 226-0963 Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	36.00	1692.00	1692.00	
Holiday	47.00	40.00	1880.00	1880.00	
Per Diem			600.00	600.00	
Gross		76.00	4172.00	4172.00	
W/H Taxes					
Medicare			51.29	51.29	
Social Security			219.32	219.32	
Puerto Rico W/H(S/1)			714.40	714.40	
Puerto Rico EE Disability Insurance			10.72	10.72	
Deductions					
Dental			0.53	0.53	
Medical Buy up			34.00	34.00	
Vision			0.12	0.12	
Voluntary Life			1.15	1.15	
Net Pay			3140.47	3140.47	Voucher No. 167941431DD
Net Pay Distribution					
Direct Deposit Net Check			3140.47	3140.47	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
Higher Power Sick Hours			0.00	48.00	0.00 48.00
Higher Power Vacation Hours			0.00	48.00	40.00 8.00

Voucher No. 167941431DD

HIGHER POWER ELECTRICAL LLC
 14201 Caliber Dr STE 300
 Oklahoma City, OK 73134

DATE: 01/11/2019

Dept: PR

Net Pay: 3140.47

Three Thousand One Hundred Forty And 47/100 Dollars

KEVIN PEARSON
 366 Woodforest
 Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	12/28/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	12/10/2018		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	12/23/2018		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	87368.00	
Overtime	70.50	64.00	4512.00	175982.40	
Higher Power Vacation	47.00	0.00	0.00	1880.00	
Day Rate			0.00	1268.80	
Per Diem			1950.00	19350.00	
	Gross		144.00	10222.00	285849.20
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			193.68	4444.93	
Social Security			0.00	7960.80	
California State W/H(S/0)			0.00	4330.48	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			1654.40	47762.18	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			0.00	6720.83	
Dental			0.53	13.78	
FSA			19.23	499.98	
Medical Base			10.31	268.06	
Vision			0.12	3.12	
	Net Pay		8343.73	213818.04	Voucher No. 166105585DD
Net Pay Distribution					
Direct Deposit Net Check			8343.73	213818.04	A/C:9175
Employee Benefits, Allowances, and Other					
		Current Period	Year To Date	YTD Taken	Available
GTL	0.00	0.00	28.89	*Earn/Benefit	
Higher Power Sick Hours		0.00	48.00	0.00	48.00
Higher Power Vacation Hours		0.00	48.00	40.00	8.00
401k EE % - Match		0.00	6720.83	*Company Match	

Voucher No. 166105585DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 12/28/2018

Dept: PR

Net Pay: **8343.73**

Eight Thousand Three Hundred Forty Three And 73/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	12/14/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	11/26/2018		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	12/09/2018		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	24.00	1128.00	83608.00	
Overtime	0.00	0.00	0.00	171470.40	
Higher Power Vacation	47.00	16.00	752.00	1880.00	
Day Rate			0.00	1268.80	
Per Diem			450.00	17400.00	
Gross		40.00	2330.00	275627.20	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			44.15	4251.25	
Social Security			0.00	7960.80	
California State W/H(S/O)			0.00	4330.48	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			381.78	46107.78	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			0.00	6720.83	
Dental			0.53	13.25	
FSA			19.23	480.75	
Medical Base			10.31	257.75	
Vision			0.12	3.00	
Net Pay			1873.88	205474.31	Voucher No. 163651379DD
Net Pay Distribution					
Direct Deposit Net Check			1873.88	205474.31	A/C:9175
Employee Benefits, Allowances, and Other					
		Current Period	Year To Date	YTD Taken	Available
GTL	0.00	28.89	28.89	*Earn/Benefit	
Higher Power Sick Hours		0.00	48.00	0.00	48.00
Higher Power Vacation Hours		0.00	48.00	40.00	8.00
401k EE % - Match		0.00	6720.83	*Company Match	

Voucher No. 163651379DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 12/14/2018

Dept: PR

Net Pay: **1873.88**

One Thousand Eight Hundred Seventy Three And 88/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**KEVIN PEARSON**

Pay Date:	11/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	11/12/2018		14201 CALIBER DRIVE STE 300	Dept:	PR - Puerto Rico
Period End:	11/25/2018		OKLAHOMA CITY OK 73134 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	68.00	3196.00	82480.00	
Overtime	70.50	32.00	2256.00	171470.40	
Higher Power Vacation	47.00	24.00	1128.00	1128.00	
Day Rate			0.00	1268.80	
Per Diem			1200.00	16950.00	
Gross		124.00	7780.00	273297.20	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			153.92	4207.10	
Social Security			0.00	7960.80	
California State W/H(S/O)			541.54	4330.48	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			1316.00	45726.00	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			0.00	6720.83	
Dental			0.53	12.72	
FSA			19.23	461.52	
Medical Base			10.31	247.44	
Vision			0.12	2.88	
Net Pay			5738.35	203600.43	Voucher No. 161536300DD
Net Pay Distribution					
Direct Deposit Net Check			5738.35	203600.43	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
Higher Power Sick Hours			0.00	48.00	0.00 48.00
Higher Power Vacation Hours			0.00	48.00	24.00 24.00
401k EE % - Match			0.00	6720.83	*Company Match

Voucher No. 161536300DD

HIGHER POWER ELECTRICAL LLC
14201 Caliber Dr STE 300
Oklahoma City, OK 73134

DATE: 11/30/2018

Dept: PR

Net Pay: **5738.35**

Five Thousand Seven Hundred Thirty Eight And 35/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	11/16/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	10/29/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	11/11/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	79284.00
Overtime	70.50	64.00	4512.00	169214.40
Day Rate			0.00	1268.80
Per Diem			2100.00	15750.00
Gross		144.00	10372.00	265517.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			193.68	4053.18
Social Security			0.00	7960.80
California State W/H(S/O)			714.63	3788.94
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			1654.40	44410.00
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			0.00	6720.83
Dental			0.53	12.19
FSA			19.23	442.29
Medical Base			10.31	237.13
Vision			0.12	2.76
Net Pay			7779.10	197862.08
Net Pay Distribution			Voucher No. 159557371DD	
Direct Deposit Net Check			7779.10	197862.08 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	40.00
401k EE % - Match			0.00	6720.83
				YTD Taken Available
				0.00 40.00
				*Company Match

Voucher No. 159557371DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 11/16/2018

Dept: PR

Net Pay: **7779.10**

Seven Thousand Seven Hundred Seventy Nine And 10/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**KEVIN PEARSON**

Pay Date:	11/02/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	10/15/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	10/28/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	75524.00
Overtime	70.50	64.00	4512.00	164702.40
Day Rate			0.00	1268.80
Per Diem			2100.00	13650.00
Gross		144.00	10372.00	255145.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			193.68	3859.50
Social Security			0.00	7960.80
California State W/H(S/0)			714.63	3074.31
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			1654.40	42755.60
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			0.00	6720.83
Dental			0.53	11.66
FSA			19.23	423.06
Medical Base			10.31	226.82
Vision			0.12	2.64
Net Pay			7779.10	190082.98
Net Pay Distribution			Voucher No. 157698428DD	
Direct Deposit Net Check			7779.10	190082.98 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	40.00
401k EE % - Match			0.00	6720.83
				YTD Taken Available
				0.00 40.00
				*Company Match

Voucher No. 157698428DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 11/02/2018

Dept: PR

Net Pay: **7779.10**

Seven Thousand Seven Hundred Seventy Nine And 10/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	10/19/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	10/01/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	10/14/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	71764.00
Overtime	70.50	64.00	4512.00	160190.40
Day Rate			0.00	1268.80
Per Diem			2100.00	11550.00
Gross		144.00	10372.00	244773.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			193.68	3665.82
Social Security			0.00	7960.80
California State W/H(S/O)			714.63	2359.68
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			1654.40	41101.20
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			0.00	6720.83
Dental			0.53	11.13
FSA			19.23	403.83
Medical Base			10.31	216.51
Vision			0.12	2.52
Net Pay			7779.10	182303.88
Net Pay Distribution			Voucher No. 155747750DD	
Direct Deposit Net Check			7779.10	182303.88 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	40.00
401k EE % - Match			0.00	6720.83
				YTD Taken Available
				0.00 40.00
				*Company Match

Voucher No. 155747750DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 10/19/2018

Dept: PR

Net Pay: **7779.10**

Seven Thousand Seven Hundred Seventy Nine And 10/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	10/05/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	09/17/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	09/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	68004.00
Overtime	70.50	64.00	4512.00	155678.40
Day Rate			0.00	1268.80
Per Diem			2100.00	9450.00
Gross		144.00	10372.00	234401.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			193.68	3472.14
Social Security			0.00	7960.80
California State W/H(S/O)			714.63	1645.05
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			1654.40	39446.80
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			0.00	6720.83
Dental			0.53	10.60
FSA			19.23	384.60
Medical Base			10.31	206.20
Vision			0.12	2.40
Net Pay			7779.10	174524.78
Net Pay Distribution			Voucher No. 153785423DD	
Direct Deposit Net Check			7779.10	174524.78 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
Higher Power Sick Hours			0.00	40.00
401k EE % - Match			0.00	6720.83
				YTD Taken Available
				0.00 40.00
				*Company Match

Voucher No. 153785423DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 10/05/2018

Dept: PR

Net Pay: **7779.10**

Seven Thousand Seven Hundred Seventy Nine And 10/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	09/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	09/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	-40.00	-1880.00	64244.00
Overtime	70.50	-32.00	-2256.00	151166.40
Day Rate			0.00	1268.80
Per Diem			-1050.00	7350.00
Gross		-72.00	-5186.00	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-96.49	3278.46
Social Security			0.00	7960.80
California State W/H(S/O)			-275.60	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-796.08	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-155.58	6720.83
Dental			-0.53	10.07
FSA			-19.23	365.37
Medical Base			-10.31	195.89
Vision			-0.12	2.28
Net Pay			-3832.06	166745.68
Net Pay Distribution			Check No. 149866729	
Voided Check			-3832.06	166745.68 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			-155.58	6720.83 *Company Match

Check No. 149866729

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Dept: PR

Net Pay: **-3832.06**

Minus Three Thousand Eight Hundred Thirty Two And 06/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	09/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	09/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	0.00	440.00	20728.00	64244.00
Overtime	0.00	492.00	34808.40	151166.40
Day Rate			134.40	1268.80
Per Diem			7350.00	7350.00
Gross		932.00	63020.80	224029.20
W/H Taxes				
Federal W/H(S/1)			0.00	0.00
Medicare			949.56	3278.46
Social Security			0.00	7960.80
California State W/H(S/0)			930.42	930.42
Oklahoma State W/H(S/0)			0.00	0.00
Puerto Rico W/H(S/1)			10756.04	37792.40
Puerto Rico EE Disability Insu			0.00	27.00
Deductions				
401k EE %			1890.62	6720.83
Dental			3.18	10.07
FSA			115.38	365.37
Medical Base			61.86	195.89
Vision			0.72	2.28
Net Pay			48313.02	166745.68
Net Pay Distribution			Voucher No. 158042253DD	
Direct Deposit Net Check			48313.02	166745.68 A/C:9175
Employee Benefits, Allowances, and Other				
		Current Period	Year To Date	YTD Taken Available
401k EE % - Match		1890.62	6720.83	*Company Match
Higher Power Sick Hours		0.00	40.00	0.00 40.00

Voucher No. 158042253DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Dept: PR

Net Pay: **48313.02**

Forty Eight Thousand Three Hundred Thirteen And 02/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement**KEVIN PEARSON**

Pay Date:	09/30/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	09/30/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/30/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	-80.00	-3760.00	64244.00
Overtime	70.50	-64.00	-4512.00	151166.40
Day Rate			0.00	1268.80
Per Diem			-2100.00	7350.00
Gross		-144.00	-10372.00	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-155.87	3278.46
Social Security			0.00	7960.80
California State W/H			0.00	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-1592.17	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-311.16	6720.83
Dental			-0.53	10.07
FSA			-19.23	365.37
Medical Base			-10.31	195.89
Vision			-0.12	2.28
Net Pay			-8282.61	166745.68
Net Pay Distribution			Check No. 148046644	
Voided Check			-8282.61	166745.68 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			-311.16	6720.83 *Company Match

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Check No. 148046644

Dept: PR

Net Pay:

-8282.61

Minus Eight Thousand Two Hundred Eighty Two And 61/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/30/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	09/30/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/30/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-80.00	-3784.00	64244.00
Overtime	70.95	-128.00	-9081.60	151166.40
Day Rate			-134.40	1268.80
Per Diem			0.00	7350.00
Gross		-208.00	-13000.00	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-188.06	3278.46
Social Security			0.00	7960.80
California State W/H			0.00	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-2522.00	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-390.00	6720.83
Dental			-0.53	10.07
FSA			-19.23	365.37
Medical Base			-10.31	195.89
Vision			-0.12	2.28
Net Pay			-9869.75	166745.68
Net Pay Distribution			Check No. 142404594	
Voided Check			-9869.75	166745.68 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			-390.00	6720.83 *Company Match

Check No. 142404594

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Dept: PR

Net Pay: **-9869.75**

Minus Nine Thousand Eight Hundred Sixty Nine And 75/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	09/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	09/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-80.00	-3784.00	64244.00
Overtime	70.95	-144.00	-10216.80	151166.40
Day Rate			0.00	1268.80
Per Diem			0.00	7350.00
Gross		-224.00	-14000.80	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-202.57	3278.46
Social Security			0.00	7960.80
California State W/H			0.00	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-2716.16	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-420.02	6720.83
Dental			-0.53	10.07
FSA			-19.23	365.37
Medical Base			-10.31	195.89
Vision			-0.12	2.28
Net Pay			-10631.86	166745.68
Net Pay Distribution				Check No. 144394580
Voided Check			-10631.86	166745.68 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			-420.02	6720.83 *Company Match
			YTD Taken	Available

Check No. 144394580

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Dept: PR

Net Pay: **-10631.86**

Minus Ten Thousand Six Hundred Thirty One And 86/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/30/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	09/30/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/30/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	-80.00	-3760.00	64244.00
Overtime	70.50	-64.00	-4512.00	151166.40
Day Rate			0.00	1268.80
Per Diem			-2100.00	7350.00
Gross		-144.00	-10372.00	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-119.51	3278.46
Social Security			0.00	7960.80
California State W/H			0.00	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-1592.17	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-311.16	6720.83
Dental			-0.53	10.07
FSA			-19.23	365.37
Medical Base			-10.31	195.89
Vision			-0.12	2.28
Net Pay			-8318.97	166745.68
Net Pay Distribution				Check No. 146127040
Voided Check			-8318.97	166745.68 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date YTD Taken Available
401k EE % - Match			-311.16	6720.83 *Company Match

Check No. 146127040

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Dept: PR

Net Pay: **-8318.97**

Minus Eight Thousand Three Hundred Eighteen And 97/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/30/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	09/30/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	09/30/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	-80.00	-3760.00	64244.00
Overtime	70.50	-60.00	-4230.00	151166.40
Day Rate			0.00	1268.80
Per Diem			-2100.00	7350.00
Gross		-140.00	-10090.00	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-187.06	3278.46
Social Security			0.00	7960.80
California State W/H(S/O)			-654.82	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-1537.46	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-302.70	6720.83
Dental			-0.53	10.07
FSA			-19.23	365.37
Medical Base			-10.31	195.89
Vision			-0.12	2.28
Net Pay			-7377.77	166745.68
Net Pay Distribution				Check No. 151802773
Voided Check			-7377.77	166745.68 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			-302.70	6720.83
				*Company Match

Check No. 151802773

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/30/2018

Dept: PR

Net Pay: -7377.77

Minus Seven Thousand Three Hundred Seventy Seven And 77/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/21/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	09/03/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	09/16/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	64244.00
Overtime	70.50	60.00	4230.00	151166.40
Day Rate			0.00	1268.80
Per Diem			2100.00	7350.00
Gross		140.00	10090.00	224029.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			187.06	3278.46
Social Security			0.00	7960.80
California State W/H(S/O)			654.82	930.42
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			1537.46	37792.40
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			302.70	6720.83
Dental			0.53	10.07
FSA			19.23	365.37
Medical Base			10.31	195.89
Vision			0.12	2.28
Net Pay			7377.77	166745.68
Net Pay Distribution				Voucher No. 151802773DD
Direct Deposit Net Check			7377.77	166745.68 A/C:9175
Employee Benefits, Allowances, and Other				
		Current Period	Year To Date	YTD Taken Available
401k EE % - Match		302.70	6720.83	*Company Match
Higher Power Sick Hours		0.00	40.00	0.00 40.00

Voucher No. 151802773DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/21/2018

Dept: PR

Net Pay: 7377.77

Seven Thousand Three Hundred Seventy Seven And 77/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	09/07/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	08/20/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	09/02/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	40.00	1880.00	60484.00	
Overtime	70.50	32.00	2256.00	146936.40	
Day Rate			0.00	1268.80	
Per Diem			1050.00	5250.00	
	Gross		72.00	5186.00	213939.20
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			96.49	3091.40	
Social Security			0.00	7960.80	
California State W/H(S/0)			275.60	275.60	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			796.08	36254.94	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			155.58	6418.13	
Dental			0.53	9.54	
FSA			19.23	346.14	
Medical Base			10.31	185.58	
Vision			0.12	2.16	
	Net Pay		3832.06	159367.91	Voucher No. 149866729DD
Net Pay Distribution					
Direct Deposit Net Check			3832.06	159367.91	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			155.58	6418.13	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 149866729DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 09/07/2018

Dept: PR

Net Pay: **3832.06**

Three Thousand Eight Hundred Thirty Two And 06/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	08/24/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	08/06/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	08/19/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.00	80.00	3760.00	58604.00	
Overtime	70.50	64.00	4512.00	144680.40	
Day Rate			0.00	1268.80	
Per Diem			2100.00	4200.00	
Gross		144.00	10372.00	208753.20	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			155.87	2994.91	
Social Security			0.00	7960.80	
California State W/H			0.00	0.00	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			1592.17	35458.86	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			311.16	6262.55	
Dental			0.53	9.01	
FSA			19.23	326.91	
Medical Base			10.31	175.27	
Vision			0.12	2.04	
Net Pay			8282.61	155535.85	Voucher No. 148046644DD
Net Pay Distribution					
Direct Deposit Net Check			8282.61	155535.85	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			311.16	6262.55	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 148046644DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 08/24/2018

Dept: PR

Net Pay: **8282.61**

Eight Thousand Two Hundred Eighty Two And 61/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	08/10/2018	Company: 0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #: A2LV
Period Start:	07/23/2018	PO BOX 130	Dept: PR - Puerto Rico
Period End:	08/05/2018	PLAINVIEW TX 79073 (405) 226-0963	Pay Basis: Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.00	80.00	3760.00	54844.00
Overtime	70.50	64.00	4512.00	140168.40
Day Rate			0.00	1268.80
Per Diem			2100.00	2100.00
Gross		144.00	10372.00	198381.20
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			119.51	2839.04
Social Security			0.00	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			1592.17	33866.69
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			311.16	5951.39
Dental			0.53	8.48
FSA			19.23	307.68
Medical Base			10.31	164.96
Vision			0.12	1.92
Net Pay			8318.97	147253.24
Net Pay Distribution			Voucher No. 146127040DD	
Direct Deposit Net Check			8318.97	147253.24 A/C:9175
Employee Benefits, Allowances, and Other				
		Current Period	Year To Date	YTD Taken Available
401k EE % - Match		311.16	5951.39	*Company Match
Higher Power Sick Hours		0.00	40.00	0.00 40.00

Voucher No. 146127040DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 08/10/2018

Dept: PR

Net Pay: **8318.97**

Eight Thousand Three Hundred Eighteen And 97/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	07/27/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	07/09/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	07/22/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	80.00	3784.00	51084.00	
Overtime	70.95	144.00	10216.80	135656.40	
Day Rate			0.00	1268.80	
Gross		224.00	14000.80	188009.20	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			202.57	2719.53	
Social Security			0.00	7960.80	
California State W/H			0.00	0.00	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			2716.16	32274.52	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			420.02	5640.23	
Dental			0.53	7.95	
FSA			19.23	288.45	
Medical Base			10.31	154.65	
Vision			0.12	1.80	
Net Pay			10631.86	138934.27	Voucher No. 144394580DD
Net Pay Distribution					
Direct Deposit Net Check			10631.86	138934.27	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			420.02	5640.23	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 144394580DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 07/27/2018

Dept: PR

Net Pay: **10631.86**

Ten Thousand Six Hundred Thirty One And 86/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	07/13/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/25/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	07/08/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	80.00	3784.00	47300.00	
Overtime	70.95	128.00	9081.60	125439.60	
Day Rate			134.40	1268.80	
Gross		208.00	13000.00	174008.40	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			188.06	2516.96	
Social Security			0.00	7960.80	
California State W/H			0.00	0.00	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			2522.00	29558.36	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			390.00	5220.21	
Dental			0.53	7.42	
FSA			19.23	269.22	
Medical Base			10.31	144.34	
Vision			0.12	1.68	
Net Pay			9869.75	128302.41	Voucher No. 142404594DD
Net Pay Distribution					
Direct Deposit Net Check			9869.75	128302.41	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			390.00	5220.21	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 142404594DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 07/13/2018

Dept: PR

Net Pay: **9869.75**

Nine Thousand Eight Hundred Sixty Nine And 75/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-40.00	-1892.00	43516.00
Overtime	70.95	-72.00	-5108.40	116358.00
Day Rate			0.00	1134.40
Gross		-112.00	-7000.40	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-101.07	2328.90
Social Security			0.00	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-1358.08	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-210.01	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
Net Pay			-5301.05	118432.66
Net Pay Distribution				Check No. 140588294
Voided Check			-5301.05	118432.66 A/C:
Employee Benefits, Allowances, and Other			Current Period	Year To Date YTD Taken Available
401k EE % - Match			-210.01	4830.21 *Company Match

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Check No. 140588294

Dept: PR

Net Pay:

-5301.05

Minus Five Thousand Three Hundred One And 05/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-80.00	-3784.00	43516.00
Overtime	70.95	-144.00	-10216.80	116358.00
Day Rate			0.00	1134.40
Gross		-224.00	-14000.80	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-202.57	2328.90
Social Security			-866.18	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-2716.16	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-420.02	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
Net Pay			-9765.68	118432.66
				Check No. 131553745
Net Pay Distribution				
Voided Check			-9765.68	118432.66 A/C:
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			-420.02	4830.21 *Company Match
				YTD Taken Available

Check No. 131553745

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **-9765.68**

Minus Nine Thousand Seven Hundred Sixty Five And 68/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-80.00	-3784.00	43516.00
Overtime	70.95	-144.00	-10216.80	116358.00
Day Rate			0.00	1134.40
Gross		-224.00	-14000.80	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-202.57	2328.90
Social Security			-167.11	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-2716.16	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-420.02	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
Net Pay			-10464.75	118432.66
Net Pay Distribution				
Voided Check			-10464.75	118432.66
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			-420.02	4830.21

Check No. 137060715

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **-10464.75**

Minus Ten Thousand Four Hundred Sixty Four And 75/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-80.00	-3784.00	43516.00
Overtime	70.95	-144.00	-10216.80	116358.00
Day Rate			0.00	1134.40
Gross		-224.00	-14000.80	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-202.57	2328.90
Social Security			0.00	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-2716.16	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-420.02	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
Net Pay			-10631.86	118432.66
Net Pay Distribution				
Voided Check			-10631.86	118432.66
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			-420.02	4830.21

Check No. 138948126

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **-10631.86**

Minus Ten Thousand Six Hundred Thirty One And 86/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	0.00	440.00	20812.00	43516.00
Overtime	0.00	792.00	56192.40	116358.00
Day Rate			1000.00	1134.40
Gross		1232.00	78004.40	161008.40
W/H Taxes				
Federal W/H(S/1)			0.00	0.00
Medicare			1127.99	2328.90
Social Security			2825.77	7960.80
California State W/H(S/0)			0.00	0.00
Oklahoma State W/H(S/0)			0.00	0.00
Puerto Rico W/H(S/1)			12416.72	27036.36
Puerto Rico EE Disability Insu			0.00	27.00
Deductions				
401k EE %			2340.11	4830.21
Dental			3.71	6.89
FSA			134.61	249.99
Medical Base			72.17	134.03
Vision			0.84	1.56
Net Pay			59082.48	118432.66
Net Pay Distribution			Voucher No. 157919237DD	
Direct Deposit Net Check			59082.48	118432.66 A/C:9175
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			2340.11	4830.21 *Company Match
Higher Power Sick Hours			0.00	40.00
				YTD Taken Available
				0.00 40.00

Voucher No. 157919237DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **59082.48**

Fifty Nine Thousand Eighty Two And 48/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-40.00	-1892.00	43516.00
Overtime	70.95	-72.00	-5108.40	116358.00
Day Rate			-1000.00	1134.40
	Gross	-112.00	-8000.40	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-115.57	2328.90
Social Security			-494.15	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-1552.08	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-240.01	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
	Net Pay		-5568.40	118432.66
Net Pay Distribution				
Voided Check			-5568.40	118432.66
Employee Benefits, Allowances, and Other				
			Current Period	Year To Date
401k EE % - Match			-240.01	4830.21

Check No. 129780644

A/C:

*Company Match

Check No. 129780644

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **-5568.40**

Minus Five Thousand Five Hundred Sixty Eight And 40/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-80.00	-3784.00	43516.00
Overtime	70.95	-144.00	-10216.80	116358.00
Day Rate			0.00	1134.40
Gross		-224.00	-14000.80	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-202.57	2328.90
Social Security			-866.18	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H			0.00	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-420.02	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
Net Pay			-12481.84	118432.66
Net Pay Distribution				
Voided Check			-12481.84	118432.66
Employee Benefits, Allowances, and Other				
401k EE % - Match			-420.02	4830.21
YTD Taken Available				
*Company Match				

Check No. 133357312

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **-12481.84**

Minus Twelve Thousand Four Hundred Eighty One And 84/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/30/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/30/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/30/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date
Earnings				
Regular	47.30	-40.00	-1892.00	43516.00
Overtime	70.95	-72.00	-5108.40	116358.00
Day Rate			0.00	1134.40
Gross		-112.00	-7000.40	161008.40
W/H Taxes				
Federal W/H			0.00	0.00
Medicare			-101.07	2328.90
Social Security			-432.15	7960.80
California State W/H			0.00	0.00
Oklahoma State W/H			0.00	0.00
Puerto Rico W/H(S/1)			-1358.08	27036.36
Puerto Rico EE Disability Insurance			0.00	27.00
Deductions				
401k EE %			-210.01	4830.21
Dental			-0.53	6.89
FSA			-19.23	249.99
Medical Base			-10.31	134.03
Vision			-0.12	1.56
Net Pay			-4868.90	118432.66
Net Pay Distribution			Check No. 135213171	
Voided Check			-4868.90	118432.66 A/C:
Employee Benefits, Allowances, and Other			Current Period	Year To Date YTD Taken Available
401k EE % - Match			-210.01	4830.21 *Company Match

Check No. 135213171

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/30/2018

Dept: PR

Net Pay: **-4868.90**

Minus Four Thousand Eight Hundred Sixty Eight And 90/100 Dollars

KEVIN PEARSON
366 Woodforest
Kingsland, TX 78639

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/29/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	06/11/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/24/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	40.00	1892.00	43516.00	
Overtime	70.95	72.00	5108.40	116358.00	
Day Rate			0.00	1134.40	
Gross		112.00	7000.40	161008.40	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			101.07	2328.90	
Social Security			0.00	7960.80	
California State W/H			0.00	0.00	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			1358.08	27036.36	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			210.01	4830.21	
Dental			0.53	6.89	
FSA			19.23	249.99	
Medical Base			10.31	134.03	
Vision			0.12	1.56	
Net Pay			5301.05	118432.66	Voucher No. 140588294DD
Net Pay Distribution					
Direct Deposit Net Check			5301.05	118432.66	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			210.01	4830.21	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 140588294DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/29/2018

Dept: PR

Net Pay: **5301.05**

Five Thousand Three Hundred One And 05/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/15/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	05/28/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	06/10/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	80.00	3784.00	41624.00	
Overtime	70.95	144.00	10216.80	111249.60	
Day Rate			0.00	1134.40	
Gross		224.00	14000.80	154008.00	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			202.57	2227.83	
Social Security			0.00	7960.80	
California State W/H			0.00	0.00	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			2716.16	25678.28	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			420.02	4620.20	
Dental			0.53	6.36	
FSA			19.23	230.76	
Medical Base			10.31	123.72	
Vision			0.12	1.44	
Net Pay			10631.86	113131.61	Voucher No. 138948126DD
Net Pay Distribution					
Direct Deposit Net Check			10631.86	113131.61	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			420.02	4620.20	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 138948126DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/15/2018

Dept: PR

Net Pay: **10631.86**

Ten Thousand Six Hundred Thirty One And 86/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****

Earnings Statement

KEVIN PEARSON

Pay Date:	06/01/2018	Company:	0QE99 - HIGHER POWER ELECTRICAL LLC	Emp #:	A2LV
Period Start:	05/14/2018		PO BOX 130	Dept:	PR - Puerto Rico
Period End:	05/27/2018		PLAINVIEW TX 79073 (405) 226-0963	Pay Basis:	Hourly

	Rate	Hours/Units	Current Period	Year To Date	
Earnings					
Regular	47.30	80.00	3784.00	37840.00	
Overtime	70.95	144.00	10216.80	101032.80	
Day Rate			0.00	1134.40	
Gross		224.00	14000.80	140007.20	
W/H Taxes					
Federal W/H			0.00	0.00	
Medicare			202.57	2025.26	
Social Security			167.11	7960.80	
California State W/H			0.00	0.00	
Oklahoma State W/H			0.00	0.00	
Puerto Rico W/H(S/1)			2716.16	22962.12	
Puerto Rico EE Disability Insurance			0.00	27.00	
Deductions					
401k EE %			420.02	4200.18	
Dental			0.53	5.83	
FSA			19.23	211.53	
Medical Base			10.31	113.41	
Vision			0.12	1.32	
Net Pay			10464.75	102499.75	Voucher No. 137060715DD
Net Pay Distribution					
Direct Deposit Net Check			10464.75	102499.75	A/C:9175
Employee Benefits, Allowances, and Other					
			Current Period	Year To Date	YTD Taken Available
401k EE % - Match			420.02	4200.18	*Company Match
Higher Power Sick Hours			0.00	40.00	0.00 40.00

Voucher No. 137060715DD

HIGHER POWER ELECTRICAL LLC
4727 Gallardia Parkway STE 200
Oklahoma City, OK 73142

DATE: 06/01/2018

Dept: PR

Net Pay: **10464.75**

Ten Thousand Four Hundred Sixty Four And 75/100 Dollars

KEVIN PEARSON
805 RAINSHINE CT
PENNGROVE, CA 94951

For Record Purposes Only
****NON-NEGOTIABLE****